Children's Endeavour Trust

Trust Vision: Promoting Professional Excellence

School Vision: Persevere, Believe, Learn, Achieve

Local Governing Body – ACTION PLAN **Name: Springfield Junior School Ipswich** **Date: September 2021 to July 2022**				
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				
Objectives	**Action**	**Timelines**	**Monitoring**	**Outcomes (Termly Review)**
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.	Termly	Monitoring Mornings all Governors.	**Autumn Term 2021** The school is developing a new Teaching, Learning and Curriculum policy. This is with consultation with Staff, Governors, Pupils and Parents. In this policy the school vision will be updated and relevant to the new policy. There will be an update to Governors on progress at the Standards meeting Spring Term 2022.
To provide breath within the curriculum in all year groups and use Arts and Culture as a vehicle for learning across the curriculum. (Key Priority 5 SDP)	Updates through Headteacher reports. Progress updates through Chairs/Heads meetings.	Termly Monthly	LGB meeting Headteacher Governors to read meeting notes on Governor Hub	**Autumn Term 2021** A Governor met with the Creative Art Lead looking at the programme of events taking place. These events included: • Year 6 creation of moveable puppets and Mural project.

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	Anonymous data shared through staff self-reviews. Subject Leader showcase- Leaders to talk through ongoing change and activity. Governors/Trustees invited to performances.	Termly Termly Termly	Standards Governors Artsmark Governor meeting with co-ordinator. All Governors	• Year 5 the Shakespeare Foundation with accompanying learning and working with New Wolsey Theatre. • Year 4 had a Wooden Routes project based at Rendlesham. • Year 3 had work on a Dance Project on Erosion and Land, Rock Paper Scissors and a Story telling project at Broom Hill. The objective is to embed creative activities through the curriculum. The school is half way through its Art Mark application and School Voice activity has been set up in school. This was all fed back to Governors at the LGB meeting.
To continue to develop effective support for staff and pupil's mental health and wellbeing, including support to attendance and smooth transitions between home and school. (Key Priority 6 SDP)	Wellbeing updates to named Governor on a regular basis. Reported progress of mental health/safeguarding issues. Anonymous reporting of mental/safeguarding issues. All disadvantaged pupils will meet national expectations for attendance and punctuality.	Termly Termly Termly Termly	Mental health Governor. Safeguarding Governor. Mental health Governor. Attendance Governor	**Autumn Term 2021** The Headteacher has completed wellbeing plan on Hub and is taking part in the National College course for supporting Mental Health. The Mental Health Governor will meet with Headteacher in the Spring Term. School attendance is being monitored by the Trust, School and Governors. The Deputy Headteacher and Family Support Worker are monitoring attendance against National and Trust schools. Strategies to improve attendance will be reported back to Governors at the Standards meeting Spring Term.

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To encourage all pupils to learn their rights and develop the articulation of their opinions whilst showing mutual respect for others. (Key Priority 7 SDP)	Regular updates to Governors. Updates through HT report. Opportunity to collaborate with other Trust schools who are rights respecting to share practice.	Termly Termly	Monitoring Mornings all Governors. Governors to visit other Trust schools .	**Autumn Term 2021** Monitoring Visit, by Governors, was postponed on 4th November due to Covid19. This will take place in the Spring Term. The Headteacher report, in November, updated Governors on progress and activities taking place.
To ensure that all skateholders have the chance to collaborate in the school improvement process.	Parental questionnaires reviewed Awareness and review of website/twitter increase	Termly Termly	LGB meetings ICT Governor	**Autumn Term 2021** The School Improvement plan was discussed by Staff, Governors and the CEO. The Governors are updated on progress at the termly Headteacher reports.
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				
Objectives	**Action**	**Timelines**	**Monitoring**	**Outcomes (Termly Review)**
To continue to develop teaching pedagogy and subject knowledge to ensure all learning is well sequenced and retention and understanding for pupils is maximized. (Key Priority 1 SDP)	Observe lessons in school. Updates through Headteacher reports. Progress updates through Chairs/Heads meetings. Anonymous data shared through staff self-reviews.	Termly Termly Monthly Shared at Governor meetings.	Monitoring Mornings all Governors. Headteather Governors to read meeting notes on Governor Hub Standards Governors	**Autumn Term 2021** This objective is the main school target on all staff Performance Management for 2021/2022. This will be monitored by Governors in the Spring Term during Monitoring morning.

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	Subject Leader showcase- Leaders to talk through ongoing change and activities	December 2021	All Governors	
To employ a range of strategies to develop writing across all year groups, closing the gaps that have occurred over the last few years. (Key Priority 3 SDP)	Observe writing in school during lessons. Assessment updates for writing through Headteacher reports. Subject Leaders Showcase to include pupils books. Governor/Trustee updates from English Subject Lead.	Termly Termly December 2021 Termly	Monitoring Mornings all Governors. LGB meeting. All Governors Standards committee	**Autumn Term 2021** New structure for writing established. Grammar focus and interventions to support grammar and handwriting is in place. There is also Trust activity ongoing to support the development of vocabulary across the school. This will be monitored by Governors in the Spring Term during Monitoring morning.
Generic Performance Management targets for staff to be resented to Governors linked to School Improvement Plan	Performance Management generic targets to be presented by Headteacher. Anonymous Performance Management outcomes for all teaching staff.	Autumn Term Termly	LGB meeting LGB meeting	**Autumn Term 2021** The Performance Management targets for staff were presented to Governors at the LGB meeting as follows linked to the School Improvement Plan: Teaching Staff Targets 1. Teaching Pedagogy 2. Writing 3. Your Aspirations Support Staff Targets 1. Interventions 2. Thrive

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				3. Your Aspirations or area of interest
Priority 3: Overseeing the financial performance of the organisation and making sure its money is well spent.				
Objectives	**Action**	**Timelines**	**Monitoring**	**Outcomes (Termly Review)**
1)To identify pupils' gaps in learning and plan interventions and sessions that support pupils to close this gap and ensure a solid foundation for future learning. (Key Priority 2 SDP)	Observe lessons in school. Good or outstanding outcomes for Pupil Premium progress. The pupil premium strategy statement is followed and acted on. Ensure that the Pupil Premium money is used effectively.	Termly Termly December 2021 Termly	Monitoring Mornings all Governors. Chair of Governors. Standards committee. Finance Committee.	**Autumn Term 2021** Additional funding has come into the School to support interventions for Pupil Premium and Catch up programmes. This has been allocated to areas such as Third Space Maths, Tutoring, Community engagement and in house support by TA's through interventions before school. This will be monitored by Governors in the Spring Term. The Draft Pupil Premium Strategy Statement was discussed with Deputy Headteacher and Chair of Governors and adopted. The Final Statement will be presented to Governors at the Standards meeting in the Spring Term 2022.
2) To continue to develop the Springfield curriculum focusing upon equipping pupils with increased ICT skills and knowledge. (Key Priority 4 SDP)	Observe lessons in school. Updates shared with the Computing Governor. Information shared through Governor meetings and HT report.	Termly Termly Termly Termly	Monitoring Mornings all Governors. ICT Governor. ICT staff Governor. LGB meeting Standards committee	**Autumn Term 2021** Governors continue to support ICT through additional funding. This includes: • New Laptops • New iPads • Online Safety training for staff, Governors and parents • Coding sessions lead by Deputy Headteacher across Trust with input From BT. • Computing Club.

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	Data shared from staff self-evaluations. Feedback from Google Form shared with Governors. Analysis provided from Autumn – Summer Term. Online safety training (National Online Safety)	Termly Termly Termly	Standards committee Finance committee ICT Governor	The ICT Governor and Chair will monitoring this, in school, in the Spring Term.
Financial Budgeting. To ensure that school's financial performance does support the School Development Plan.	Effective budgeting of staffing Commitment of funding Accurate budgeting predictions Targets and key improvement strategies delivered. Educational outcomes met.	Termly	Finance Governor Business Manager Governor	**Autumn Term 2021** The Governors were presented with the Finance documents at the Finance meeting. All budgets are at the current level and there were no unexpected expenses. The Bid for Windows through a SIF bid was agreed at the Finance meeting with the school to contributing 30% to the cost. The windows replacement is important for good ventilation in classroom which is so important in the present Covid19 situation.

Completed September 2021

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