



Learning Improvement Plan  
Academic Year 2016 – 2017

What are we going to do?	Who is involved?	How long will it take?	What will it cost?	How will we know we have been successful?	Did we do it?
Eduration	Whole School + Coordinator	On-going in new academic year	Purchasing complete-however need to look a server	All learning community comfortable with the system.	
Display work being learning focused.	Whole School	Continuous on-going process. Displays to be changed every 4-6 weeks-depending on frequency of subject lessons. Inclusive of secondary school.	In budget	When all displays have student work with evidence of learning journey undertaken-improvement from previous year but still not good enough=PD work.	
Assessment – Baseline assessments done this year and to continue for next year. Next year we will have baseline assessments for whole school and Progressive assessment for whole school Summative feedback to be developed for next year where we would have a spreadsheet available for all staff to be able to input data on.	Whole school	Continuous process throughout the year.  Tracking and analysis to be strong focus next year	In budget- outsourced from the UK/Some sourced internally at no cost	Have bona fide data on which to analyses our strengths and weaknesses in teaching and learning-objective to have data which is both current and compared, to monitor patterns of learning. More organised and more quality assurance.	
Reporting format and procedures	Whole school	New format for reports from June 2016- a lot easier for teachers to focus on a specific area of improvement for each student.	In budget- software platform arriving from September 2015	Deliver to students and parents-meaningful reports of a professional standard.	
Student Tracking/analysis – ongoing	Whole School	Tracking and analysis is on-going although not focused enough on ‘big picture’ throughout key subjects and across schools and key stages	In budget- software platform updated to accommodate and created in-house.	Proper bona fide data for students to design appropriate programmes of work.	
Marking – whole school standardised policy	Whole	Document being created for full implementation for 2016-17. Needs	No cost	All staff apply feedback, feed forward as standard practice in all	

	school	however to be more feed-forward.		of the students' books. Need to establish rubrics to link feed-forward to levels (targets).	
Feedback /feed forward– on-going How do Leaders monitor schools	Whole school	Via workshops, PD, policy for full standardised implementation 2016/17	No cost	All students/staff shall continually receive feedback/feed forward for individual improvement. More accountability for leaders.	
Learning Walks – on-going	School Section by leaders	Done each month as seen/unseen activity then recorded in written format.	No cost	What are foci points of observation display improvement? Staff to be kept informed of results each month-use of PD where necessary.	
Raising standards – on-going international examinations	Secondary School	Tracking and analysis being done in departments in order to raise standards. KS3 are being given levels and moved to classes accordingly. Some have had sub-level raises some not. Working on raising IGCSEs	Within budget	When the IGCSE results for summer and published then analysis can be made.	
AFL	Whole School	Throughout the year.	Within budget	Used as part of analysis of raising standards.	
Gifted and Talented	Whole School	The English department have a <b>support class</b> for the Year 7 girls and a <b>challenge group</b> for the Year 8 girls for 3 out of 6 lessons a week. The remaining 3 they are with their regular English group. Other departments do not have gifted and talented students as of yet. Employment of SEN person with cover teacher. Identification through tracking systems.	Within budget	This is to continue for next year as it is proving fruitful for the students. Separate programmes to stretch gifted students.	
Learning support	Whole School	ICT extra support club in place. Maths support club in place. Science support club in place. English Home support booklet in place and given to students.	Within budget	Withdrawal of level support.	
Creativity	Whole School	On-going	Within budget	Monitor student/Parent voice of satisfaction. Encourage students to opt for subjects at IGCSE level to achieve at least Grade C.	
Award Programmes – Faculties are to have awards to celebrate learning success.	Whole school sections	Students will be recognized in the newspaper as of January 2015. Perhaps develop this for next year	Within budget.	Within the publication of the school newspaper and other initiatives introduced.	
Policies – will be ready for next year by end of current academic year to upload to website.	SMT – Head of faculty	Marking, homework, school discipline policy, ready for 2016-17 handbook.	Within budget	Impact of policies has desired effect on staff and students raising standards.	
Have more training for teachers`	primary	On-going	No financial cost	More teachers aware of teaching strategies and activities and this can be seen during appraisals.	

More cooperation and collaboration between secondary, EYFS and primary. Drive to think of ESG as one school	Whole school	On-going		When all are working together, sharing knowledge and skills, learning discussions, everyone on same page.	
Communication	Whole school	On-going  Communication with parents to be through education next year but also slot for weekly parental appointment time		Secondary and primary have more communication and each know what is going on Whole school activities and events are shared and all Key Stages are considered equally. When all staff start thinking about ESG and discussing it as a whole school rather than its sections.	
Curriculum	Whole school	Primary is done. EYFS is also done. Secondary update?	None	When ESG can say it follows NNC completely.	
Cross-curricular cooperation	All	On-going. Secondary school to update its passive learning majority.	Possibly additional computers	School does not lose students due to passive learning. Ideally, computers should be made available for research or project use by all subjects. ICT needs to free up rooms for others subjects.	
Homework	Whole school	Uploaded with Education	In budget	Ensure that homework given is within homework allowance and within student's capabilities. Understanding that all subjects in all school sections have equal importance. Project work-validation of them?	
Involve staff more in our improvement journey	Whole school	Immediate.	More online resources and staff training in student-centred learning	Staff hopefully more invested in ESG. Swap Key stages events.	
Quality assurance procedures	Whole school	On-going	Within budget	Quality approved curriculum documentation throughout whole school. Improvement of content throughout whole school.	
Community links	Whole school	Ongoing	Refreshments from petty cash	More workshops, Open school days for parental training on western educational philosophies. Also updating of school website to be more informative, etc.	