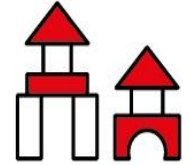


Nursery Improvement Plan 2016/2017 (including Equality and Access Action Plans)



Sketchley Hill Menphys Nursery

PRIORITY	SUCCESS CRITERIA – WHAT DOES SUCCESS LOOK LIKE FOR THE PRIORITY
<u>Priority 1</u>	✓ Consolidate and embed the nursery's ethos and strategic vision.
<u>Priority 2</u>	✓ Ensure that all practitioners have continuing opportunities to develop the skills needed to provide high quality educational experiences, to keep children safe and promote pupil wellbeing.
<u>Priority 3</u>	✓ Build capacity to ensure a culture of reflection and self-improvement
<u>Priority 4</u>	✓ Further develop the quality and variety of opportunities offered to pupils to extend and challenge learning.

GREEN = complete, AMBER = underway, RED = not yet actioned

1. Effectiveness of Leadership and Management

FOCUS / IDENTIFIED AREA OF NEED	ACTIONS	LINKED PRIORITY	ACTION BY WHO?	MILESTONES / KEY POINTS ON JOURNEY TO ACHIEVING	EVIDENCE OF IMPACT – HOW DO YOU KNOW THIS HAS WORKED?
Develop and embed a Code of Conduct so that staff have a clear understanding of their professional duties and expectations.	Develop a Code of Conduct for all staff; share with practitioners and develop a shared understanding.	1	LJ		
Further develop the effectiveness of Monitoring and Evaluation e.g. learning journeys, transitions and planning.	Implement a plan for Monitoring and Evaluation over the year. Involve Leadership Team and other stakeholders in the process.	3	LJ JC		
Develop a shared understanding of the nursery's vision, ethos and strategic priorities for all stakeholders.	<p>Provide opportunities for all staff and governors to develop a clear understanding of the nursery's morale purpose, context and future.</p> <p>Build a Leadership Team to support Headteacher in self-evaluation, decision making and implementation of change. Team to agree purpose, roles agendas and priorities e.g. parental engagement</p> <p>Support the Governing Body in sharing its function and role to staff and parents.</p>	1	LJ Gov		

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2. Quality of Teaching, Learning & Assessment

FOCUS / IDENTIFIED AREA OF NEED	ACTIONS	LINKED PRIORITY	ACTION BY WHO?	MILESTONES / KEY POINTS ON JOURNEY TO ACHIEVING	EVIDENCE OF IMPACT – HOW DO YOU KNOW THIS HAS WORKED?
Review the nursery's provision for children with Autism.	<p>Use the Autism Education Trust's early year standards as a framework for evaluating the quality of provision for pupils with ASD, informing future professional development.</p> <p>Support practitioners to become more confident and consistent at moving children through the stages of PECS.</p> <p>Develop and utilise systems for monitoring children's progress through PECS stages.</p>	2	all		
Further develop of the support staff supervision process to ensure it is having a positive impact on outcomes for pupils.	Develop a Supervision Policy and review processes to incorporate the Code of Conduct / Safeguarding	3	LJ JC all		
Practitioners to engage in 'Peer Observations' to enable effective sharing of skills and support professional development.	Practitioners to carry out peer observations within the setting and with other nursery / settings) as an opportunity to	3	all		

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3. Personal Development, Behaviour and Welfare

FOCUS / IDENTIFIED AREA OF NEED	ACTIONS	LINKED PRIORITY	ACTION BY WHO?	MILESTONES / KEY POINTS ON JOURNEY TO ACHIEVING	EVIDENCE OF IMPACT – HOW DO YOU KNOW THIS HAS WORKED?
Review Behaviour Policy and use as a basis for practitioner professional development.	Consider how 'Behaviour Can Change' and EDR (Engage, Distract, Redirect) packages can be used to develop a behaviour policy, support staff training and direct practice within the setting.	2	all		
Support the Governing Body in developing its role of monitoring and evaluation with a focus on pupil safety and wellbeing.	Develop annual audits that can be used by Governor reps to monitor the quality and effectiveness of Safeguarding and Health and Safety.	3	LJ Gov		
Ensure key information and messages are shared effectively with parents.	<p>Review the nursery's Brochure / Parents Handbook, does it share the information parents need and the information that we need to share?</p> <p>Reflect on transition and induction processes – are needs of all children, families and practitioners?</p> <p>Develop improved strategies of helping parents to find the next school for their child and to ensure a smooth transition.</p>	1	LJ JC Class Leads		

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4. Outcomes for Pupils

FOCUS / IDENTIFIED AREA OF NEED	ACTIONS	LINKED PRIORITY	ACTION BY WHO?	MILESTONES / KEY POINTS ON JOURNEY TO ACHIEVING	EVIDENCE OF IMPACT – HOW DO YOU KNOW THIS HAS WORKED?
<p>Develop Class Lead confidence and skills in reviewing pupil progress.</p> <p>Extend use of data to identify and respond to gaps.</p>	<p>Further develop effectiveness of Pupil Progress Meetings to enable Class Leads to better understand how the reviewing pupil progress can inform practice. What is the data telling us? What can we celebrate? Where should we focus? What should we do next?</p>	4	LJ JC Class Leads		
<p>Further develop use of Early Years Pupil Premium (EYPP) monitoring system to ensure impact on pupil outcomes.</p>	<p>Continue use of monitoring system asking, What has the impact been? Could the EYPP be used in any other ways? Compare the impact of enriching activities for individual pupils vs professional/skills development for practitioners?</p>	3	LJ JC Class Leads all		
<p>Ensure Healthy Eating / Food Policy and Practice reflects current guidelines and best practice (School Food Trust and School Food Plan.</p>	<p>Review Healthy Eating Policy / Food Policy, to ensure practice continues to be line with most recent guidance and policy.</p>	2	all		

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FOCUS / IDENTIFIED AREA OF NEED	ACTIONS	ACTION BY WHO?	MILESTONES / KEY POINTS ON JOURNEY TO ACHIEVING	EVIDENCE OF IMPACT – HOW DO YOU KNOW THIS HAS WORKED?
Ensure stakeholders are aware of the Equality Plan.	Publish and promote the Equality Plan through the school website, newsletter and staff meetings.	LJ		
To ensure that the views of the wider community are taken into consideration during strategic decision making	Develop the use of Parent View style questionnaire so that views of parents can be gathered and analysed. Consider ways of capturing Governor views in reviewing and writing the SEF.	LJ		

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FOCUS / IDENTIFIED AREA OF NEED	ACTIONS	ACTION BY WHO?	MILESTONES / KEY POINTS ON JOURNEY TO ACHIEVING	EVIDENCE OF IMPACT – HOW DO YOU KNOW THIS HAS WORKED?
Annual 'Access Audit' needs to be completed	Develop and implement Audit to identify physical restrictions within the environment and specific pupil/staff/volunteer needs that may not be being met	LJ and Governors		
Ensure disabled pupils can be safely evacuated	Ensure Personal Emergency Evacuation Plans are in place for all children that need them and that they are reviewed regularly	HCW		