



School Annual Implementation Plan Kennedy School 2016-17

Prepared June 2016

Endorsement by Principal	SIGNED..... NAME : John Brewster DATE...August 2016
Endorsement by School Council	SIGNED (Chair) NAME : Martin Frank DATE...August 2016

Annual Implementation Plan

Priority Area 1: Assessed curriculum

Specific Target: consistency in the assessment and reporting of the taught curriculum through effective use of data, tracking and moderation

Key Strategies	Lead	Timeframe	Resourcing	Evidence	Status
Embed maths and English tracking across the whole school. Further develop the processes to track and analyse data.	RS/JM SLT	August 2015-June 2017	Allocated time for monitoring	Tracking is embedded through completed Gateway records	
Enhance roles students play in their assessment of and for learning – eportfolios, ebooks and the 3 way conference format.	DS/PR	August 2015-June 2017	Allocated time for monitoring. Training time for use of eportfolios.	Consistent moderation process across the school in place, using a common framework Platform for recording learning journey in place for all year groups that reflect continuity and progression	
Investigate assessment moderation practices across the school - use of Gateway to investigate reporting levels and year group consistency	SLT/ JM/RS	December 2016 - June 2017	IT time to collate excel reports from Gateway	Consistency in assessment and reporting across the year group	
Review the effectiveness of the latest reporting formats for parents as regards as a means to understand learning	DS/PR			Report format allow parents to understand their child's overall progress	

Priority Area 2: Taught curriculum

Specific Target: embedding authentic inquiry and building conceptual understanding across the school

Key Strategies	Lead	Timeframe	Resourcing	Evidence	Status
Further develop a common understanding of what high quality inquiry looks like in the classroom in the contexts of units.	JBI	August 2016 - June 2017	Professional learning focus days - PLFs - use of ESF Primary Ed team	Collaborative planning (PYP planner, section 4) to include a variety of teaching strategies to best support inquiry and show differentiated practice to support learners.	
Refine collaborative planning structures and consider ways of involving specialist teachers when planning the transdisciplinary nature of the curriculum.	JBI	Ongoing - June 2017	Whole staff seminars (Mondays) PD - Positive Ed	Use of ESF differentiated planning framework in place and supporting learning at different levels. Improved outcomes to learning - evidenced in data and teacher assessment.	
Differentiation of learning within the context of collaborative planning and the implementation of the units - use of differentiated planning prompt sheets	JBI/EN	Ongoing - June 2017	Staff meeting time - after school CPD and during rotations		
Maths – maths through inquiry and conceptual understanding	RS/DS	September 2016 - June 2017	CPD - September - Peter Sullivan - model lessons/parent meeting and follow up in house CPD/class support	INCAS data for general and mental maths improved with a higher percentage of students achieving age appropriate levels.	
PSE curriculum - audit of provision. Embed use of PSE scope and sequence document.	JBI, EN		Use of Goggle survey. Professional Learning Days. Collaborative planning time. PD -zones of regulation.	programmes. Use of scope and sequence evidenced in planning and practice. Common language used across the school.	
Implement positive behaviour policy - common language.	SLT EN / IN team				

Positive education – focus on student well being and agreed programmes to use across Kennedy	JM/JBI	September 2016 - June 2017	CPD. ELSA training. Staff seminars. ESF Primary team - CPD.	Streamlined schedule and use of support programmes for PSE Intervention programmes agreed and in place.	
Spelling – vertical alignment of programmes and impact on literacy		September 2016 - June 2017	Audit of practice. Analyse spelling data - WTW diagnostic.	Audit provided data to help align programmes used and all staff competent in delivering spelling programmes effectively to enhance spelling across the school.	
Science - opportunities for science inquiry within the POI	JRy, JBI	September 2015 - June 2017	Review practice. ESF support. - PLF days. Planning / resource support for science inquiry. Lead PLF days.	Planning and practice reflects enhanced opportunities for science inquiry.	

Priority Area 3: Written curriculum

Specific Target: All written policy documentation is applied horizontally and vertically across the school and evidenced in practice.

Key Strategies	Lead	Timeframe	Resourcing	Evidence	Status
<p>To embed an annual cycle for policy review of all key policies 2016/17 - Policy review e.g. SEN, ESD, Health and Safety emergency procedures, after school provision, risk assessments)</p> <p>Continue to refine the POI and the spiralling of related concepts</p> <p>Embed policies for homework, positive behaviour, ARR and feedback and marking.</p>	<p>SLT</p> <p>JB</p> <p>PR, DS, SLT</p>	<p>October 2016 - June 2017</p> <p>August 2016 - June 2017</p> <p>Ongoing</p>	<p>Staff meetings Key staff to lead and disseminate at PL Days</p> <p>Professional Learning Days - weekly</p>	<p>Standard policy review cycle process of review for key policy documents Accessibility of key documents visible to all in the community</p> <p>In class - displays and in practice - behaviours and responses from students</p> <p>Evidenced in practice - recorded and visually, VLE, feedback from parents</p>	

Priority Area 4: Philosophy

ESF School Development and Performance Framework: School Development Planning

Specific Target: The school community is involved at all levels to embed the school's mission and vision

Key Strategies	Lead	Timeframe	Resourcing	Evidence	Status
<p>To further explore strategies to develop a school wide understanding of the school's mission and vision and a means to measure the school's success in achieving its guiding statements.</p> <p>Develop a contextually appropriate definition of internationalism / interculturalism which guide the school's action and actions to measure impact on students.</p> <p>Continue to offer a programme of workshops for parents based around school practices (PYP)</p> <p>To improve communication across the community through a revamped website including calendars and to ensure events and communication across the school is streamlined.</p>	<p>SLT</p> <p>ESF Primary Team - lead role - CPD Feb?</p> <p>Subject leaders, SLT</p> <p>IT team, KT, JB</p>	<p>Ongoing</p> <p>CPD term 2</p> <p>Ongoing - annual programme</p> <p>August 2015 - December 2016</p>	<p>Use of student representative council Year leaders and teams - unpacking mission and vision - PLDs.</p> <p>CPD day. Workshops/. Seminars</p> <p>Published programme of workshops for parents and families. Enhanced diary on website and use of Google diary in school. ESF branding</p>	<p>School survey, action through unit by students, SRC role. Mission and vision referred to an unpacked in classrooms - evidence on display orally and recorded.Referred to in all CPD/SDP actions. Behaviours and actions - shared definition embedded into school ethos.</p> <p>Attendance at workshops. Survey. Feedback from parents - increased understanding of PYP.</p> <p>Accessible up to date communications -feedback from the community. Use of Google and web diary by parents.</p>	

Priority Area 5: Leadership and structure

Specific Target: Embed leadership roles and responsibilities across the school

Key Strategies	Lead	Timeframe	Resourcing	Evidence	Status
<p>Further develop the leadership programme for students - house captains, ambassadors, SRC, SEPA's and explore other opportunities for student leadership</p> <p>Continue to develop the Professional Reflection and Development model and develop strategies to inform the school's PD programme.</p> <p>Annual review of effectiveness of school council - enhancing their role in self evaluation processes</p> <p>Defined roles of responsibility - developing the role of middle managers - year leaders and lead teachers..</p>	<p>SLT</p> <p>DS/ JBI</p> <p>JB</p> <p>SLT</p>	<p>Ongoing - June 2017</p>	<p>Staff meetings SRC role, house assemblies, school events</p> <p>CPD, 1:1 meetings</p> <p>Self evaluation form. Annual report. Principal's report.</p> <p>Regular meetings with year leaders - clarifying expectations. ESF support and lead training. Monthly sessions with Principal.</p>	<p>Student leaders having an impact on decisions and processes in school.</p> <p>Consistency in approach Clear structure in place and understood by all in regards to line management and function</p> <p>Leaders clear of purpose and the role they play in collectively contributing to school improvement. Impact of action plans evident and standards raised across the school</p>	

Priority Area 6: Organisation

Specific target: improve spaces across the school to maximise learning opportunities

Key Strategies	Lead	Timeframe	Resourcing	Evidence	Status
<p>Improving purposeful learning spaces:</p> <ul style="list-style-type: none"> • Outdoor spaces - garden areas - Secret garden and East wing • Upgrade school hall - ESF capital works 	<p>ESD coordinator</p> <p>Hall project group / Principal</p>	<p>April 2015 - August 2017</p> <p>June 2018 - December 2016</p>	<p>Release time for ESD - 6 week project. Capital budget - ESF PTA Government grants Fundraising - exhibition groups</p>	<ul style="list-style-type: none"> • Garden areas timetabled and used by all classes as part of PSE and UoI focus • learning opportunities inside and outside the classroom • Hall multipurpose and multifunctional 	

Professional Development

Key focus	Who? Kennedy	Who -ESF?	How?	When?
Internationalism / interculturalism	EN/JBI	Bec Clements		
Middle leaders	JB	Bec Clements	In school CPD	
Differentiation through the PYP	DS/EN/JBI		In school CPD	
Summative assessment	JBI		In school CPD	
IN - how to support a child in my class with	EN and SEN team		In school CPD	
CPD days - Peter Sullivan - Maths	DS/RS	Peter Sullivan and ESF	In school CPD	September 2016 September 2016
Environmental - team building	LD		In school CPD In school CPD	November 2016
Positive Education	EN, DS, TT		Singapore	
	JB/,JB		Japan	March 2017

IB annual conference ELSA programme	AF, IL, KL	ESF - SEN team	ESF CPD	October - April 2017
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