



Headteacher's Report to Governors

Summer Term 2014

Charles Dickens Primary School.



The leadership and management of the school

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Staffing update

Staff leaving

DHT - Mr MacKinnon -relocation
class teachers - Miss Wilson (relocation with DHT), Mrs Graham (new role) and Miss Chapleo (promotion)

New staff - additional year 5/6 class,

Amy Mulvenna - NQT year 1

Amy - PPA cover

Adam Cole - PPA cover

3 NQTs - currently training as students (Lizzy Jenkins, Themis Bakas, Charlotte Livett)

Changing roles

- Ms Metcalfe - out of class role
- Ms Alcock and Mr Eggleton - Assistant Headteachers
- Miss Robertson - Phase leader and student development manager.
- Ms Rhys Evans - Lead Practitioner Role - 2 days of teaching and learning support across the school (NQTs and NQTs + 1)
- Mrs Crowe - returning from Mat Leave - Class role shared with Ms Rhys Evans

School numbers and basic characteristics

Number on roll	FS1	FS2	Y1	Y2	Y3	Y4	Y5	Y6
	42	60	61	45	45	45	45	39

Basic characteristics of the school			
Characteristic	National	School	Comparison
Number on roll	251	302 (+ 42 nursery)	above average
% free school meal eligibility	26.2	31% (59% using ever6)	above average - does not include YR in ever6
% pupils from minority ethnic groups	27.7	77.4	significantly above average
% pupils with first language not English	17.5	50%	significantly above average
Deprivation indicator	0.24	0.35	above average

Pupil Premium expenditure

Total amount allocated for financial year 2014/5 £214,500

(pupils eligible = 165. amount per child = £1300)

Use of funding - summer term (projected cost = £48,568)

Strategy	Cost	Impact judgement
<i>Increasing learning time - booster classes in yr 6, y1, y2 and SEN pupils. KS2 teacher working with lower attaining pupils.</i>	<i>£7000</i>	<i>Phonics - outstanding - 85.2% pass yr 1 test, 85.7% yr 2 Yr6 test outcomes the</i>
<i>improving provision for Speech and Language</i>	<i>£3600</i>	<i>very good - SEN pupils at SA+ least 4pts progress +</i>
<i>pastoral team</i>	<i>£7199</i>	<i>very good - continued decrease in incidents record overall</i>
<i>EYFS - narrowing gap - increased ratios of staff</i>	<i>£10,230</i>	<i>strong reception results - despite</i>
<i>new for summer 2014 training for all staff - phonics and</i>	<i>£1660</i>	<i>phonics - outstanding, grammar - to be</i>
<i>extending more able - yrs 3- 5</i>	<i>£2035</i>	<i>good - all pupils made > 3pts progress</i>
<i>increased access to curriculum based arts enrichment</i>	<i>£3720</i>	<i>very good - strong literacy outcomes and qualitative evaluations .</i>
Total expenditure	£48,568	

Events and educational visits this term - lots more to come (Y6 show, sports day, London Youth Games, Southwark Splash, Excellence in Southwark awards)



Active History Learning

Saxons and Normans, the world wars, Egypt



Emphasis on Road Safety

Cycle Training for KS2
Bike workshops, Road safety workshops for KS1 and EYFS



Paris Trip
Pupils involved
Description...
Impact...



Friendship Week

All pupils, focus on sharing reading
Yr5/6 now also help pupils complete feedback next steps in English and Maths

Staff development

INSET

- Grammar - within a creatively rich curriculum - excellent feedback and evaluations from all staff - very practical - Literacy Tree
- Literacy Tree - supporting individual phases with planning extended units of work
- FGM - Safeguarding training for all staff

Courses attended

- SEN code of practice and EHC plans - Inclusion manager and HT - preparation for Sept 2014
- Maths Curriculum 2014
- RE - subject leadership and assessing RE - RE coordinator
- EYFS moderation - DHT and EYFS coordinator
- NQT training - all NQTs
- curriculum conference

Other

- Miss Alcock - LA moderator KS2
- SLT - continuation of coaching course - 6 schools
- DHT - NPQH project at Southwark Park
- Mr Eggleton - presentation to Mercers Network
- Miss Robertson - Teacher training provision - judged as 'outstanding' by IOE.

Learning environment

Building / Refurbishment Project 1

- Primary Expansion - McCreanor Lavington engaged as architects.
- Focus on new build hall, kitchen, dining and rationalisation of spaces in old building



Building / Refurbishment Project 2

Staff Room - 3 tenders - significant range - lowest and selected option is £50,0072 + VAT. plus £10k furniture. This option is £20k under initial budget and £80k set aside for project.

Example of McCreanor Lavington project

Progress of school development plan - Leadership

The Progress of Key Priorities within School Development Plan - Leadership					
	Objective/Action	On target	Partially on target	Off target	Notes
Leadership Focus 1	strengthen the depth and distribution of leadership through the development of new middle and senior leaders	✓1			1
	Effectively manage the physical and educational transition of school form 1 1/2 to 2 form entry	✓			
	Embed performance related pay - performance management cycle for all staff	✓			2
	governors to establish new curriculum and standards committee - targeted support and challenge to school	✓			

Note 1 - New leadership structure - larger and flatter - 4 AHTs, lead practitioner, separate maths leader

continued SMT involvement in monitoring of teaching and learning

Coaching Training for all SMT - July 2014

Note 2 - Autumn Term 2014 - Performance related pay decided. Budget set based on expectations

Self-Evaluation – Leadership and Management

Area	Grade			
	<i>Outstanding</i>	<i>Good</i>	<i>Requires improvement</i>	<i>Inadequate</i>
<i>Leadership & Management</i>	✓			

Strengths

- Robust yet supportive performance management system – teaching and its impact on learning is evaluated formally each term.
- Development of middle managers
- Pupils' attainment and achievement - monitored termly to ensure high standards are sustained and improved on.
- The School Improvement Plan - sharp and focused identifying the many strengths at the school and providing perceptive view of areas for further improvement
- Governing body - annual timetable for meetings and sub committees to fulfil all statutory responsibilities. Standards and progress of school development plan monitored termly
- Audits - This year's annual H&S, HR and finance audits have been good or better.
- Governors ' Impact - supported improving attendance with a more robust attendance policy, improved outside learning provision and continue to be closely involved in the school's plans for expansion to 2 form entry.
- Attendance and home learning has improved and is high.
- Communication with families — the school uses a variety of platforms to share information

Priorities for Improvement - Autumn Term 2014

Engagement with families - consultation with parents on foundation status. - Some parents need reassurance that their views are valued and used to improve the school further. Parent Surveys - RE, homework review, workshops. building consultations.



The achievement of pupils at the school

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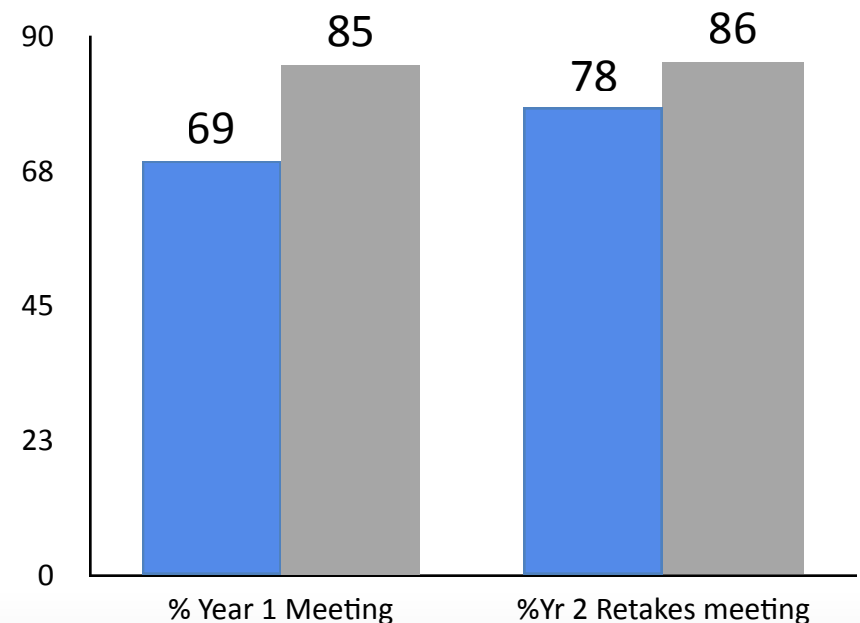
Reading Phonics Test (Y1) & re-takes (Y2)

Areas of Strength

- Improvement from 2013 – increase 16% and 25% from 2012
- Yr 2 retakes - all except SA+ pupils.
- Pupils from ethnic minorities perform well.
- Increased % pupils scoring >35 points
- booster groups for FSM pupils and SEN pupils
- home learning resources and support

Priority Areas

- Embed approach including booster groups
- support for NQTS - phonics advisor.
- increased support for Year 3s not passing



Phonics Screening Check 2014 (2013 comparison)
 (% of pupils working towards or meeting expected targets of 32 points)

Key Stage 1 Attainment - 1 pupil represents 2.2%

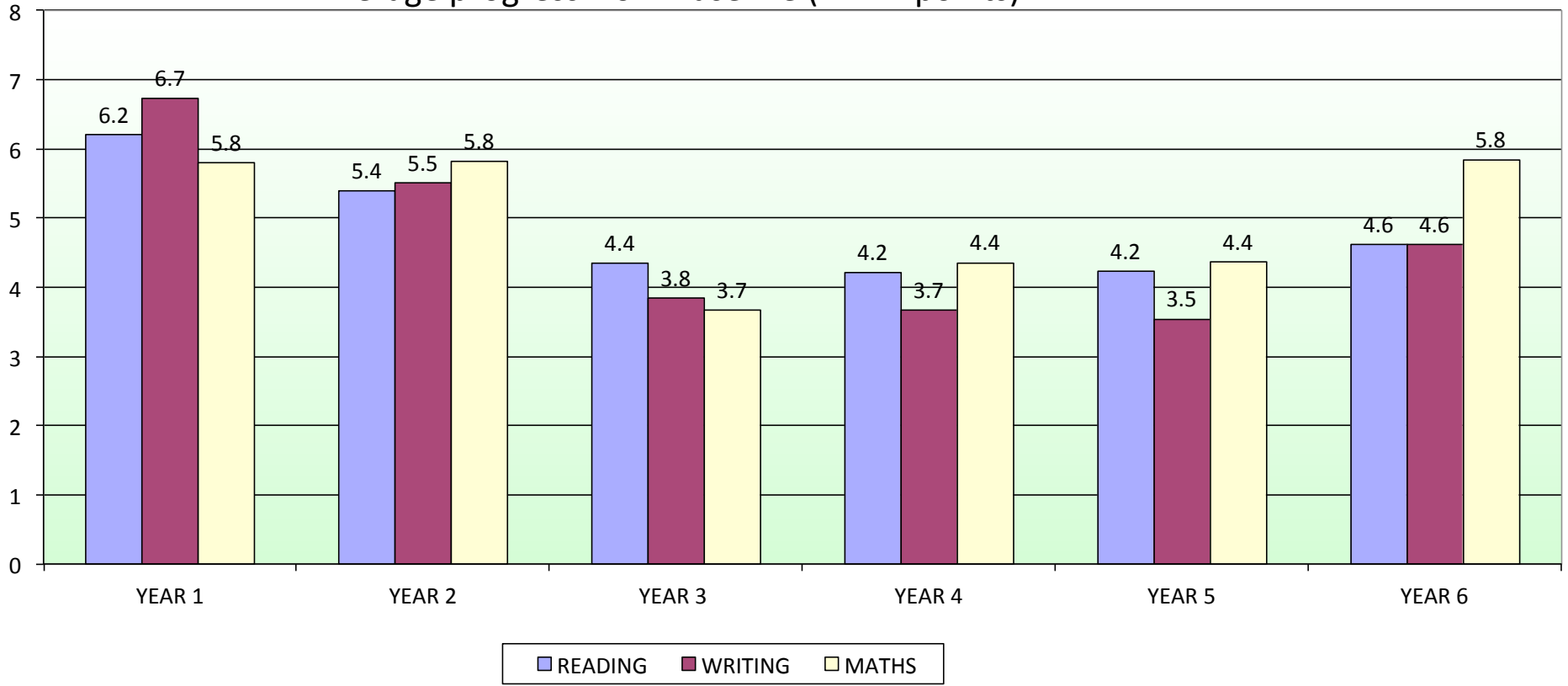
L2+ in 2013	L2+ in 2013	L2+ in 2014
	% of Pupils	% of pupils
Reading	93	91
Writing	91	91
Maths	96	91

L2b+ in 2013	L2b+ in 2013	L2b+ in 2014
	% of Pupils	% of pupils
Reading	87%	91%
Writing	73%	73%
Maths	89%	86.9%

N/b - 3 pupils at SA+ with moderate to significant learning delays. 1 pupil - 2 days week at pupil referral unit for behaviour.

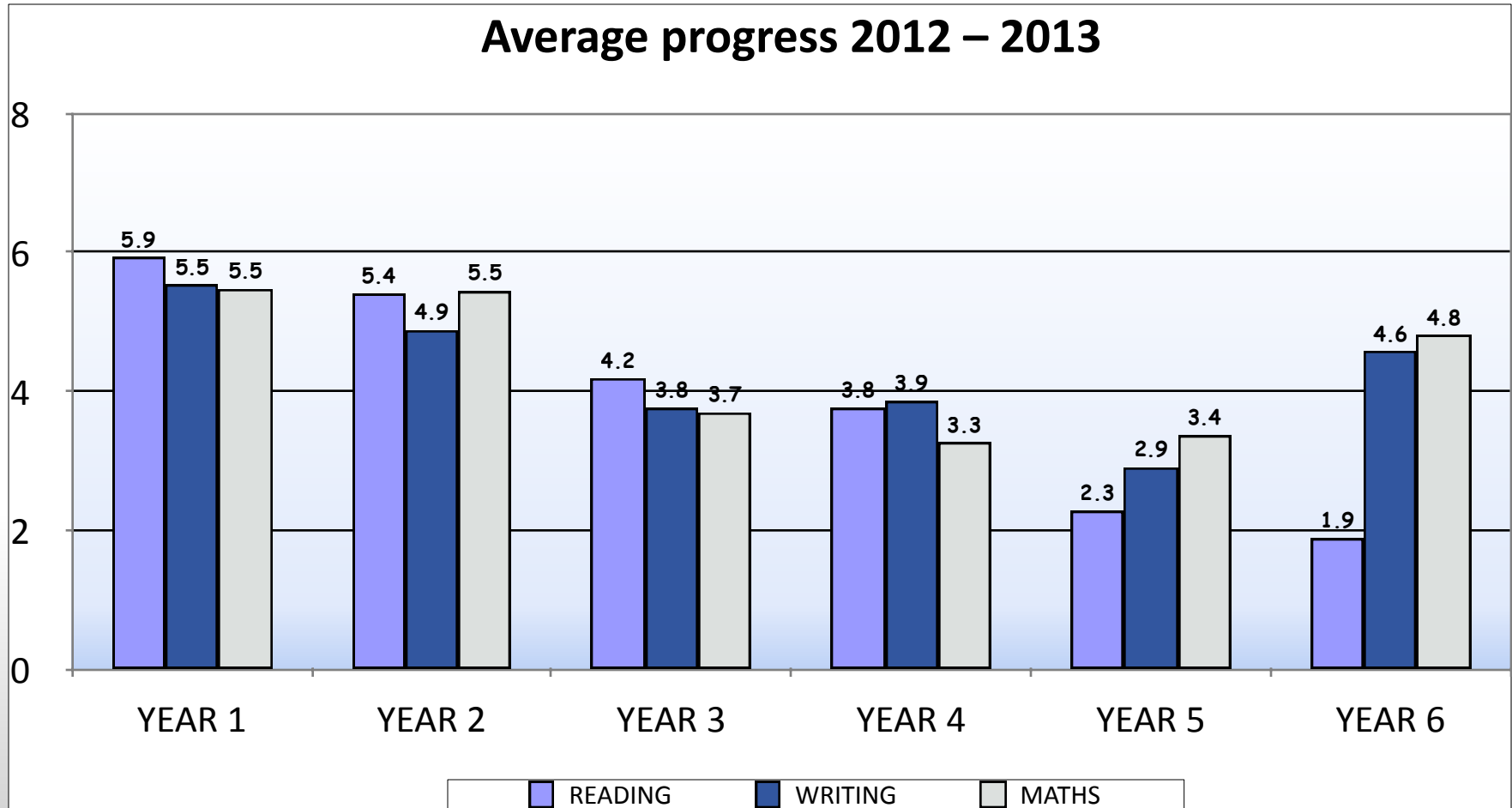
Average Progress September 2013 - July 2014

Average progress from Baseline (Aim 4 points)



Pupil progress –

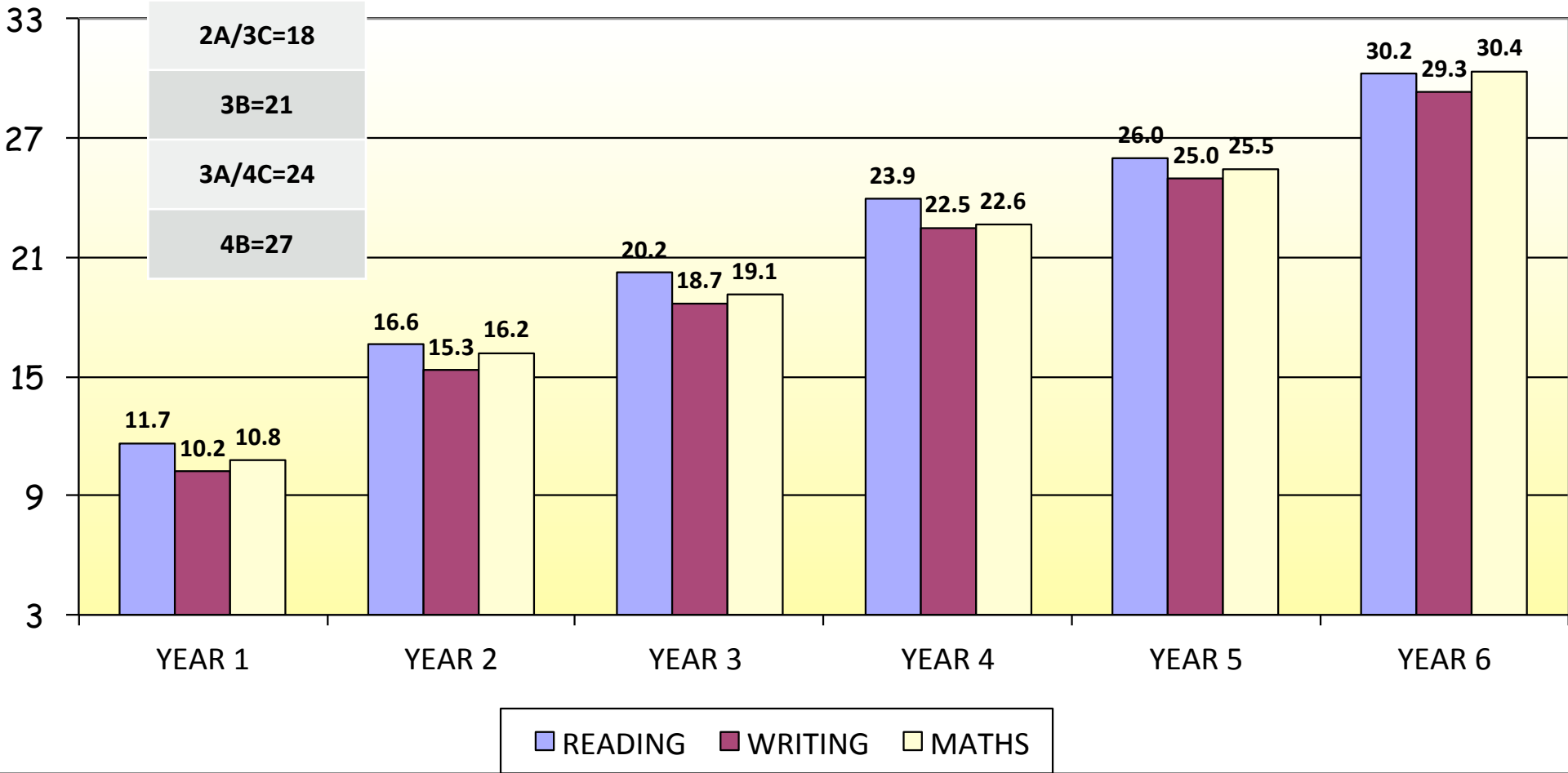
Average progress 2012 – 2013



Average Attainment July 2014 - teacher assessment

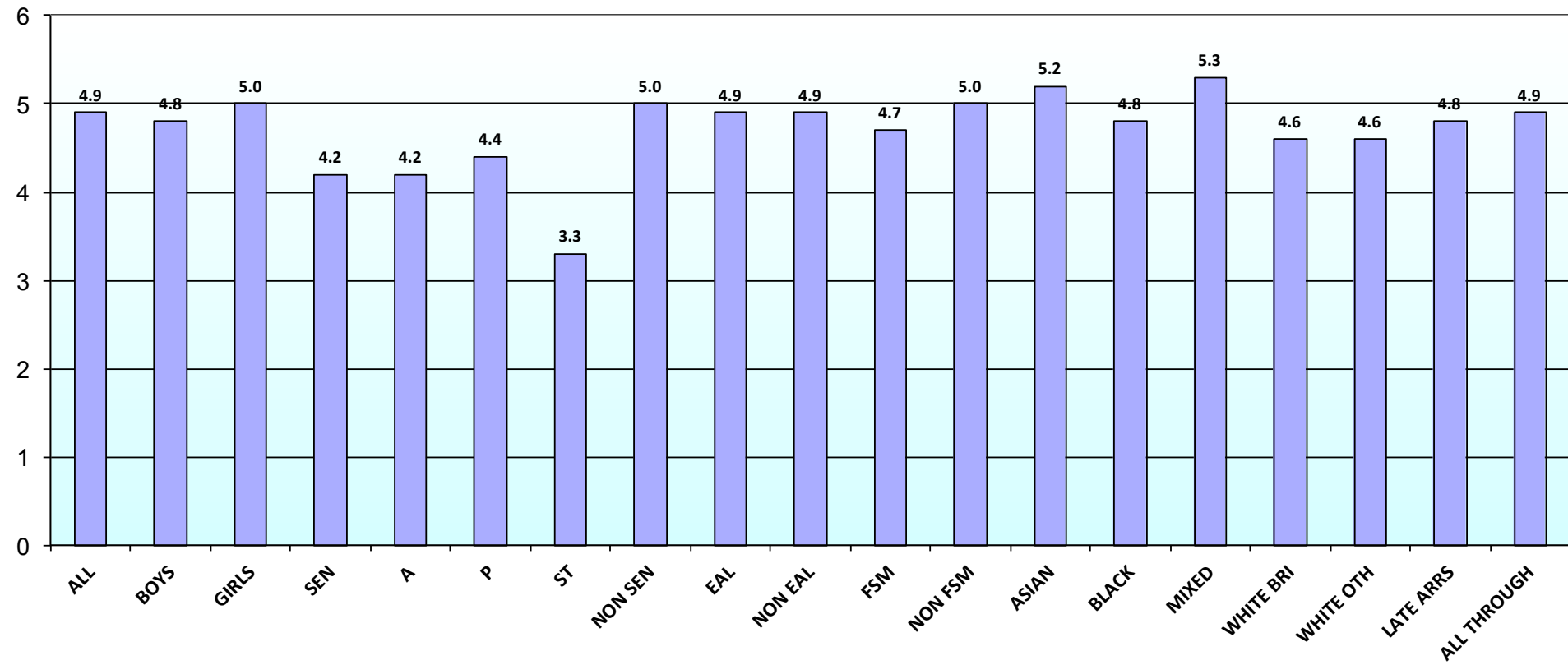
Average level (NC pts)

Aim end of Year
1A=11
2B=15
2A/3C=18
3B=21
3A/4C=24
4B=27



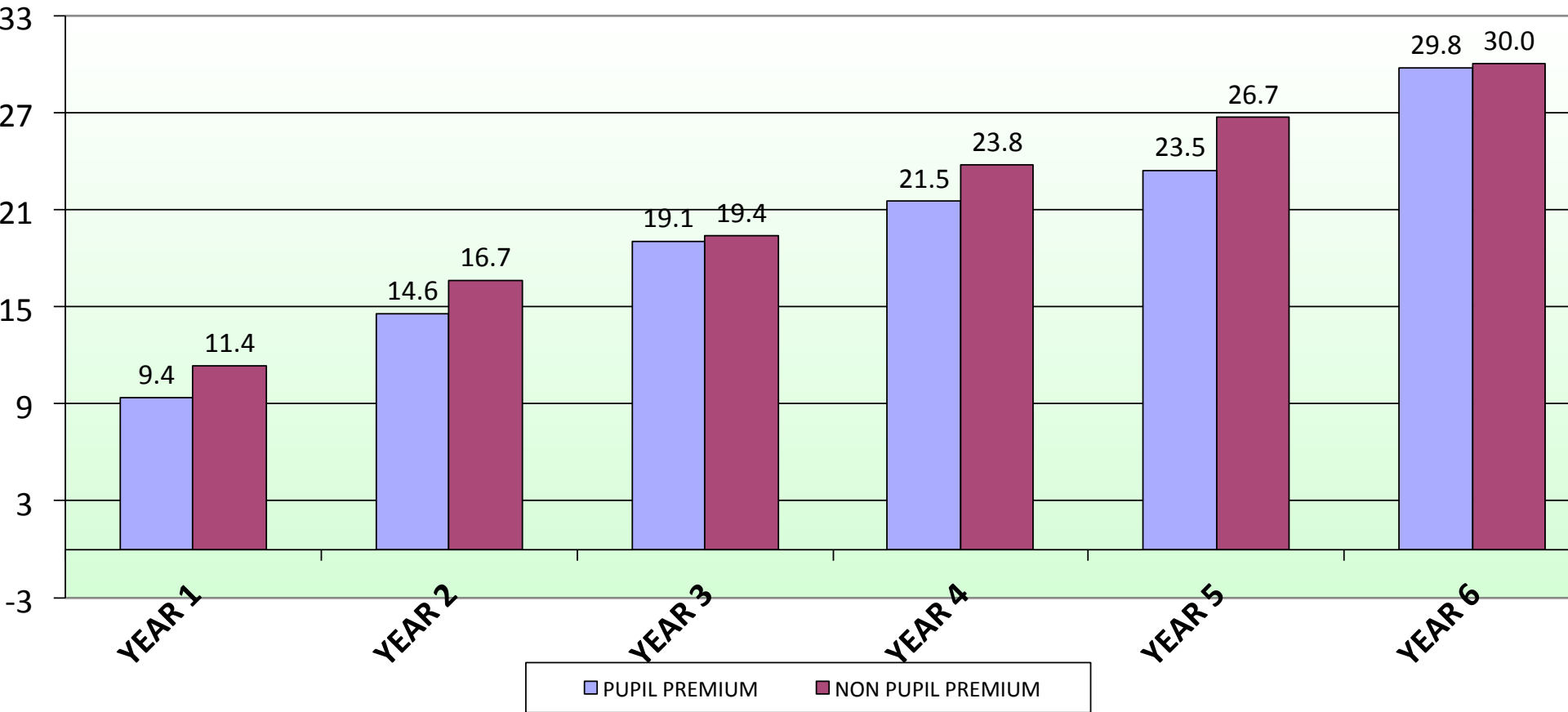
Average Points Progress - analysed by pupil groups

Whole School Average Points Progress - 2013 - 2014



Pupil Premium Analysis - Comparing average attainment FSM v Non FSM

PUPIL PREMIUM ATTAINMENT BY COHORT



Progress of school development plan – Achievement

The Progress of Key Priorities within School Development Plan - Leadership

	Objective/Action	On target	Partially on target	Off target	Notes
Achievement Focus 1	Raise Standards in reading and phonics across the school June 2014 -Standards of reading at the end of Key Stage 2 return to exceeding 95% at level 4 and exceeding 45% at level 5. APS s targeted to be 29.5+.	✓			
	Accelerate the progress of SEND, and FSM pupils (particularly in KS1) to equal that of Non SEND and Non FSM - from current 0.5 gap between Non SEND and SEND and 0.5 gap FSM and Non FSM - ks2 outcomes	✓			
	Non- negotiable pupil attainment and progress targets for all year groups	phonics Yr6, reading, maths Year 1, EYFS	ks1 writing 2b+ Yrs s3-5 writing progressS		



The behaviour and safety of pupils at the school

Headteacher's Report to Governors

Summer Term 2014

Exclusions this school year – Fixed term and permanent

Exclusions (from 1		
Data	All pupils	Pupil Premium pupils
Number of fixed term exclusions	3	2
Average number of days of fixed-term exclusions	1	1
Number of pupils given fixed term exclusions	3	2
Number of permanent exclusions	0	0

No exclusions took place in the summer term 2014

Racist and bullying – incidents this school year

Racist and bullying incidents (from 1		
Data	All pupils	Pupil Premium pupils
Racist incidents	1	0
Bullying incidents	1	0

No change in incidents of racism or bullying noted from spring term

Red Forms and tracking behaviour: 20 red forms (improvement by 3) issued in the summer term (boisterous behaviour by KS2 boys in the playground form the majority) all forms tracked electronically and analysed half termly.

All pupils with 5 or more red forms met with family liaison officer and HT to reissue home school agreement - no pupil reached 5 red forms.

Attendance – data this school year

Attendance (from 1			
Data	All pupils	Pupil Premium	2012/3
Overall percentage absence	3.87%	3%	5.5%
Percentage of pupils with less than 90% attendance	5.9% - 14 pupils	9 pupils	n/a
Percentage of pupils with less than 85% attendance	1.4% (4 pupils)	4 pupils	5.8%
Percentage of pupils with less than 80% attendance	0.7% (2 pupils)	2 pupils	n/a

% pupils with poor attendance (< 90%) no significant change from Spring Term EWO has met with all families. Causes - ill health or social care issues

Progress of school development plan – behaviour & safety

The Progress of Key Priorities within School Development Plan – Behaviour & Safety

	Objective/Action	On target	Partially on target	Off target	Notes
Behaviour Focus 1	Continue to ensure school is compliant with all safeguarding and safety procedures/standards.	✓			
	Continue to ensure that behaviours for learning are outstanding	✓			

Self-evaluation – overview

Area	Grade			
	<i>Outstanding</i>	<i>Good</i>	<i>Requires improvement</i>	<i>Inadequate</i>
<i>Exclusions</i>		✓		
<i>Behaviour</i>	✓	✓		
<i>Attendance</i>	✓			
<i>Safety</i>	✓			
<i>Overall judgement</i>	✓			



The quality of teaching at the school

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Quality of teaching – Lesson observations

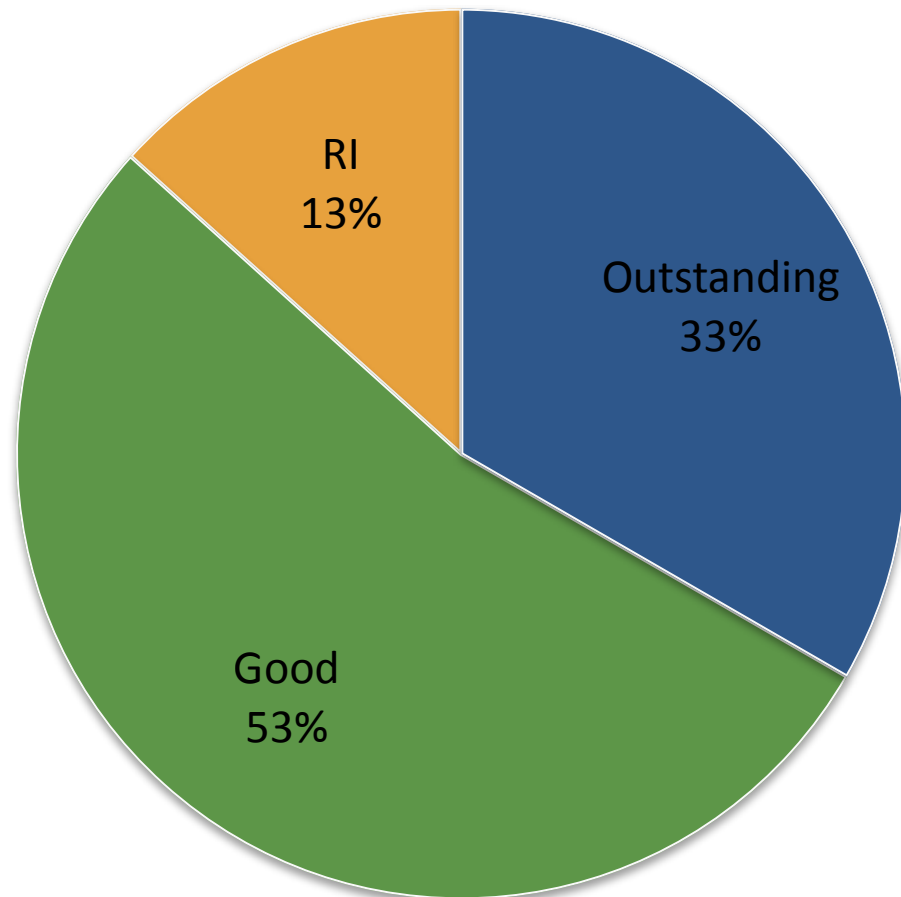
Analysis of lesson observations by subject and year
Focus of formal observations in areas that phases deemed had most opportunities for growth based on observations in Autumn and Spring Terms

<i>Lessons are often outstanding in:</i>	<i>Lessons are consistently good in:</i>	<i>Lessons occasionally require improvement in:</i>
Year 5/6 Experienced teachers EYFS	KS2 NQTS Year 3/4 teacher new to KS1 HLTAs	KS1 NQT PPA - KS2

Quality of teaching – Lesson observations

Summary of 15 formal lessons observations from 20th April to date

does not yet include 4 teachers in EYFS - previously graded as outstanding. - expectation is 47% outstanding, 42% good, 5% outstanding, following these observations.



Progress of school development plan – Teaching

The Progress of Key Priorities within School Development Plan - Teaching

	Objective/Action	On target	Partially on target	Off target	Notes
Teaching Focus 1	Raise standards in reading and phonics	✓			
	Ensure Teaching and Learning judgement remains outstanding	✓			
	Accelerate pupil progress through outstanding marking and assessment practices throughout the school	✓			

All NQTs graded as good over term. Improvement in 1 of 2 supported teachers graded RI in spring term, book looks show continuous improvement in marking,

Self-evaluation – Overview

Area	Grade			
	<i>Outstanding</i>	<i>Good</i>	<i>Requires improvement</i>	<i>Inadequate</i>
<i>Quality of teaching</i>	✓			

Strengths

- The overall high quality of teaching in all year groups – much is outstanding and pace of learning is good or better and pupils are engaged and feel involved in their learning.
- Attainment and progress is very good for the vast majority of pupils across the school (see section on achievement).
- The curriculum is broad, exciting and rigorous
- Early Reading –Reading levels are continuing to rise in both KS1 and FS alongside pupil progress from FS to KS1 (see achievement section) - note phonics data.
- Marking and assessment for learning is good or better in every classroom - much is outstanding – the school has an embedded ‘close the gap’ marking and pupil response policy.
- Teaching Assistants provide very good quality support – they have the ability to play an active and strategic role in the classroom and receive the same level of monitoring and development.
- Sports Premium - the PE curriculum is outstanding and each pupil receives at least 2 hours of taught PE per week and ‘active playtimes’ - significant success in competitive sport.

Priorities for Summer 2014

- Maintaining outstanding teaching and learning in YR (teacher on maternity leave) - achieved
- SMT - supporting planning in English and Reading in lower KS2 NQTs – embedding consistent good practice
- School Direct – 3 students preparation for NQT year - achieved (IOE graded training as outstanding)
- Preparation for SATs – Year 6 - achieved
- Supporting Teacher graded at RI in lesson observation - DHT and HT (some improvement - recent obs not possible due to ill health)

Self-Evaluation – Overview

Area	Grade			
	<i>Outstanding</i>	<i>Good</i>	<i>Requires improvement</i>	<i>notes</i>
<i>Overall Effectiveness</i>	✓			
<i>Achievement</i>	✓			<i>KS2 data not yet published KS1 writing at 2B - area of focus</i>
<i>Teaching</i>	✓			
<i>Behaviour & Safety</i>	✓			
<i>Leadership & Management</i>	✓			