

DEPARTMENT IMPROVEMENT PLAN



Linc Department

(TA Copy)

‘Learning together, shaping the future’

2019-2020

Target Detail Key Issue 1 Curriculum Intent

Target	Autumn 2019
	Actions (including costs)
1.1 Review and refine curriculum in light of changing national expectations from Ofsted	<p>CMC and FLL to deliver PSHE and BTec to Year 9N following option choices</p> <p>Hub and RAP Curriculums to be refined to meet the needs of new pupils</p> <p>FLL to develop Y8 and 9 LifeSkills curriculum</p> <p>RAP TA to develop a SOW for the RAP pupils</p>

Target Detail Key Issue 2 Curriculum Implementation

Target	Autumn 2019
	Actions (including costs)
2.1 Ensure first wave of quality teaching and assessment is consistently applied.	<p>Revisiting, reformulating, recreating to ensure key knowledge/skills acquired are delivered appropriately to Hub, RAP and FL pupils</p> <p>FLL to attend Teaching and Learning Group meetings and be part of the INVEST Programme</p>
2.2 Providing CPD to enhance T&L approaches for subject specific needs	<p>CMC to moderate Hub, RAP and FL books in line with school calendar</p> <p>SSK and CMC to attend ASD Leadership Course</p> <p>All Linc staff to attend CPD sessions that are offered throughout the school year</p> <p>CMC to make All Linc staff aware of external CPD opportunities</p>
2.3 Further refinement of assessment and tracking processes	<p>All Linc staff to use assessment for learning in class (questioning)</p> <p>All Linc staff to work with their caseload pupils following on from data returns provided by BDU/CMC</p>
2.4 Reading programme and remedial support	<p>CMC to continue to work with ASI as part of the Literacy Steering Group</p> <p>More Linc staff to become involved with WordWasp/Toe byToe intervention programmes</p> <p>Reading sessions to be held in The Hub for targeted pupils</p> <p>RAP pupils to undertake reading sessions</p> <p>FLL to incorporate more literacy into FL and LifeSkills.</p> <p>All TAs to use reciprocal reading strategies with their pupils</p>

Target Detail Key Issue 3 Curriculum Impact

Target	Autumn 2019
	Actions (including costs)
3.1 Close the gap in attainment between PP pupils and non-PP pupils at KS3 and KS4	Linc staff to be fully informed of who the SEND PP pupils are and to prioritise these pupils when supporting in lessons
3.2 Ensure current Year 11 (including EAL, MMA, SEND and PP pupils) make at least expected progress via regular monitoring of pupil performance and appropriate intervention	Linc staff to support SEND pupils especially those who require AA – training them to use these effectively for better results. For pupils who do not receive AA, Linc staff to support them in becoming more independent with their assessments and exams

Target Detail Key Issue 4 Promoting a Positive Attitude & Managing Negative Behaviours

Target	Autumn 2019
	Actions (including costs)
4.1 To enhance pupils' responsibility for their own learning, and develop their independence, leadership, character and resilience	<ul style="list-style-type: none"> • British values, rule of law, parliament • Healthy eating • Active lifestyles • Financial understanding • RSE – healthy relationships <p>All of the above to be taught with 9N post options and in FL and The Hub</p> <p>Use of new Linc Isolation area</p> <p>Positive reinforcement only, to be used with all pupils especially those who are vulnerable</p> <p>CBN pupils' timetables to be displayed in the Linc Office to help them organise themselves independently</p>

Appendix 2

<p>4.2 To continue to raise standards and consistency of student attendance, punctuality, engagement and behaviour by reinforcing routines and expectations appropriate for the workplace (RRS)</p>	<p style="text-align: center;">Ready Respectful Safe</p> <ul style="list-style-type: none"> • All of the above to be promoted by All Linc staff across all year groups including interventions. <p>To consistently reinforce RRS with pupils who are in the new Linc Isolation area/Hub</p>
<p>4.3 To continue raise standards and consistency of student behaviour, through firmly embedded and targeted procedures</p>	<p>Hub Positive behaviour policy to be created</p> <p>Managing unstructured time – different ‘play’ area and possible different break-times for those in Linc Isolation</p> <p>Developing alternatives to exclusion – use of new Linc Isolation area</p> <p>Restorative conversations</p> <p>Supporting CBN pupils</p> <p>Consideration of bespoke provision – for targeted CBN pupils.</p>

Target Detail Key Issue 5 Personal, Social and Health Education

Target	Autumn 2019
	Actions (including costs)
<p>5.1 Continue to review and refine PSHE/SMSC policy with particular reference to British values</p>	<ul style="list-style-type: none"> • British values, rule of law, parliament • Healthy eating • Active lifestyles • Financial understanding • RSE – healthy relationships • Ensure CEIAG (Careers Education, Information, Advice and Guidance) meets new statutory guidance • Knowledge of cultural heritage <p>All of the above to be delivered in The Hub, FL, RAP and T2E</p> <p>CMC and FLL to deliver PSHE post Year 9 options.</p>
<p>5.2 Extra-curricular offer</p>	<p>CBN rewards trip, Hall Green Games</p> <p>FL and LifeSkills trips and activities</p>

Appendix 2

5.3 Character development	The Hub activities/curriculum New Linc Isolation area T2E
---------------------------	---

Target Detail Key Issue 6 Leadership and Management

Lead Seniors D Adams

Target	Autumn 2019
	Actions (including costs)
6.1 Ensure clear accountability through refined data reporting and appropriate training at all levels: governors, senior team, middle leaders, TLR holders, teachers and support staff	SEND data report created by BDU to be distributed and explained to All Linc staff by CMC
6.2 CPD programme to address identified needs for all staff	A range of CPD to be offered to all Linc staff throughout the school year Staff with a responsibility to attend relevant CPD to their area
6.3 Further development of monitoring of and support for staff wellbeing and welfare.	To increase the amount of TA meetings to address issues – in line with school calendar Ascertain if some Linc staff would like to join the well-being group
6.5 Provide outstanding safeguarding for HGS pupils, developing further pastoral guidance and support for pupils' mental health	Use of new Linc Isolation area and Hub to offer such guidance. SEND pupils to be aware that they can use the new Linc Office as a place of safety just as they did the previous Linc Office
6.6 Attractive and inspiring internal and external environment	Displays to be created for the new Hub area and Linc Isolation area.