

FEDERATION SCHOOL IMPROVEMENT PLAN 2022-2024

	ONE		TWO		THREE	
AIM	<p><u>Leadership and Management</u> Leaders work collaboratively and effectively across a range of partnerships, sharing knowledge and expertise that has a positive impact on practice.</p>		<p><u>Quality of Education</u> The curriculum ensures there is progression of skills and knowledge with a focus on children’s communication and language across all areas of learning.</p>		<p>Rich real-life experiences form an integral part of the curriculum and are used effectively to develop children’s knowledge, understanding and skills.</p>	
We will know we are successful if	Success Criteria	Eval	Success Criteria	Eval	Success Criteria	Eval
	The Grove Reception Class funding arrangements are in place for Sept 2023.		Children make progress in their learning and their play becomes more elaborate. Staff are able to articulate the stages of progression in all areas of learning.		Nursery planning includes regular opportunities for learning based on real-life experiences, including those of individual children.	
	Systems are established to ensure effective and joined-up working takes place across the Federation Staff enjoy contributing to collaborative working and are able to articulate tangible benefits that it has for them.		Children make good progress in their communication and vocabulary. Adults introduce new vocabulary in ways that are developmentally appropriate to each child. Songs and Stories are used in a meaningful way to introduce new vocabulary to children.		Children can incorporate what they see, feel and experience into their independent play with increasing confidence and are highly motivated learners.	
	The Federation re-establishes key partnerships with other Maintained Nursery Schools where best practice is shared to improve outcomes for children.		Adults support language development for each child through high quality ‘serve and return’ interactions.		Children can draw on a range of stories and songs that they know well and recognise connections between stories and play.	

Actions	Description	Who	Description	Who	Description	Who
	The Grove establishes a robust framework for working in partnership with Spa Camberwell, to be effective from September 2023.	EHT AHT T	Subject leaders use, review and adapt the progression documents. Progression documents are created that link to the continuous provision. INSET with both schools to share the progression documents.	EH AHT LP All staff	Trips are planned well in advance to allow for parents to take time off work.	T AHT
	The Federation is organized to facilitate teachers and support staff in visiting the partner school. INSET day on different days to facilitate visits Visits to include Spa and Cherry Garden where possible.	EHT AHT LP CT	Staff receive feedback, modelling and coaching on how to co-play with children at different stages of development and play and language become more elaborate as children make progress.	SEN CO	Opportunities for woodwork/ sewing/ cooking/ fire bowls are planned for within the continuous provision.	T
	The maintained nursery schools in Southwark collaborate to restore their pre-covid partnership. Leadership meetings are held and a plan of joint INSET days created for 2023-2024.	EHT AHT LP	Planning identifies key vocabulary to be used. Core books are used to introduce new words. Ambitious songs are learnt and performed with families.	SEN CO DHT	Books are brought to life in a wide range of ways e.g. Adults acting out stories, the use of props and puppets. Tales toolkit training takes place.	T

		FOUR		FIVE		SIX	
AIM	Behaviour and Attitudes Partnership working with parents and professionals ensure children receive the appropriate support and strategies to develop self-regulation skills.		Personal Development Children develop their understanding of choice, consent and safety.		Finance and Sustainability To continue to ensure the Federation is a safe place and financially sustainable		
	Success Criteria		Success Criteria		Success Criteria		
We will know we are successful if	Good partnership working supports children and improves children's ability to co-regulate through effective co-regulation.		All staff understand the importance of seeking consent from a child when supporting them. e.g. taking off their coat, wiping their nose etc.		Health and Safety audit actions are completed in a timely manner. The environment is maintained to a high standard within financial constraints.		
	Staff understand that dysregulated children need our empathy and understand and not our judgement. Appropriate actions are identified and implemented and reviews show that planned outcomes have been met and that positive steps have been taken to help children towards accessing the support that they need.		Children feel respected and confident that they are listened to and that their voices and preferences matter.		The Federation has a sustainable staffing structure. The Federation takes a solution focused approach to staffing.		
	Children's wellbeing/mental health/behaviour begins to improve.		Children develop their understanding of risk and danger and begin to understand how to keep themselves safe.		The Federation develops the use of social media and marketing to ensure more families hear about the services.		
Actions	Description		Description		Description		
	Staff build strong and effective partnerships with families, getting to know them as well as possible, in order to support early identification of any		Staff model consent for children, e.g. between peers and consistently seek consent during their own interactions with them.		Health and Safety action plans are shared at F&R committee meetings. Termly health and safety inspections are carried out with the link governor.		EHT T SB M

	<p>wellbeing/mental health/behavioural issues. TAF/ TAC meetings take place where there are concerns around children's wellbeing / mental health/ behaviour The Bruce Perry understanding of 'R's of attachment. Regulate, Relate, Reason is introduced to staff and used appropriately.</p>		<p>"Do you want a hug?" is a question that is asked regularly. Staff meetings used to share ideas and what has worked well.</p>		<p>There is a H&S staff rep and a H&S linked Governor who attends health and safety walkabouts. Kintore Way- playground is developed and Nature Garden.</p>	
	<p>Staff to use the language of 'safe' – "it is not safe to (hit/throw toys etc) We avoid shaming children for their behaviour Staff INSET- Emotion coaching with Tamsin Grimmer. Staff are trained and supported to co-regulate with children and understand that behaviour is a form of communication.</p>	<p>EHT AHT LP T</p>	<p>Song board and story boards are used to give children the opportunity to choose a song to sing or a story to read. Names on lolly sticks are used as a way of demonstrating having a turn. Solution cards and social stories are used to support children in problem solving.</p>	<p>EHT</p>	<p>Staffing structure is reviewed, the proposed staffing structure supports the schools to become sustainable in future years. Complete staffing profiles to reflect different scenarios of falling roll as well as increasing rolls. Complete any reorganisation that may be necessary.</p>	<p>EH T SB M</p>
	<p>Strategies to support children's wellbeing/mental health/behaviour are routinely shared with parents, through workshops, parent consultation meetings, TAC's individual meetings etc. Children are supported to understand that there are natural consequences to unacceptable behaviour.</p>		<p>Aspirational language is used rather than 'Be careful' Limit setting is agreed by all staff and is consistent. Online safety- books are used to talk about safety. Info is shared with parents about online safety and technology. Feb – online safety week- events are organised.</p>	<p>EHT DHT T</p>	<p>Partnership working with Frootes media Video tours are created and links to the curriculum are easily found. Governors regularly check the website. New banners are in place. Instagram account created. School Blog developed. Articles in Nursery World promote the good practice of the Federation.</p>	<p>EH T SB M</p>