



SCHOOL IMPROVEMENT AND DEVELOPMENT PLAN 2019 – 2022. Curriculum.

The following School Improvement and Development Plan is a record of the progress made in formalising the Colby Curriculum at Colby School from 2019, and a plan for further development by 2022. This important area featured in the Performance Management targets of all staff in Autumn 2019 and Autumn 2020, with the Deputy Headteacher taking a particular lead as Curriculum Co-ordinator.

Progress on this Curriculum SIDP slowed from March 2020, when it became necessary to concentrate on the welfare of the Colby community during the global pandemic. Staff concentrated on developing Remote Learning provision and safeguarding children who attended Mini Colby or were taught at home. The Post Ofsted Action Plan (2017 – 2020) continued during this period and was reviewed and completed with Governors in April 2020.

A Recovery Curriculum SIDP took priority over the Curriculum SIDP from September 2020 – January 2021. The Curriculum SIDP was referenced in the Recovery Curriculum SIDP, particularly the important role of a link Governor for Relationships and Sex Education.

KEY ISSUES:

To formalise the Colby Curriculum, detailing curriculum intent, implementation and impact.

To further embed Everyone Learns, Everyone Leads and Everyone Matters into the Colby Curriculum.

To promote “Everyone Leads” by utilising the expertise in the Colby Community, including Governor knowledge and experience.

To further develop curriculum links and monitoring with other schools and businesses.

To develop a “Life Skills” Curriculum, in consultation with pupils, staff, families and governors (including a “Life Skills” named Governor).

Write a Curriculum Policy which celebrates our “Colby Curriculum” and show-cases our curriculum ethos.

Formalise Governor oversight of curriculum areas through termly reports from Subject Leaders from Summer 2021.

Formalise subject leader monitoring, including working with colleagues at other schools.

Formalise governor monitoring, including producing a Governor Code of Conduct and a Governor Monitoring Policy.

Tasks	Person Responsible	Start and finish dates, review dates	Resources and people to undertake tasks £ budget source & time	INSET required	Success Criteria / Everyone leads, Everyone learns, Everyone matters.	Evaluation	How and who is to monitor the work undertaken?
To plan for formalising the Colby Curriculum, detailing curriculum intent, implementation and impact for each subject.	DH/T to lead – all Subject leaders are responsible.	Continued from September 2019 onwards.	Staff Meeting time to discuss School Inspection Handbook. Regular staff meeting sessions led by DH/T to plan curriculum progress.	H/T attended H/T training on the School Inspection Handbook (Sprowston Manor / Patrice Baldwin).	All subject leaders confident to produce intent, implementation and impact statements for their subject areas. Bloom's Taxonomy to be used for assessment purposes.	Statements to be prepared and discussed with colleagues at other schools.	H/T to share with Governors Spring 2020. Postponed due to COVID. Rescheduled for after the Recovery Curriculum. Completed Spring 2021.
To further develop the Colby Curriculum through Subject Leader Performance Management targets.	H/T and all teachers.	September 2019 onwards.	Release time from class to meet with H/T (covered by HLTAs and TAs).	Not applicable.	Teachers have Performance Management targets linked to the SIDP and development of the Colby Curriculum.	Performance Management targets set, reviewed and achieved by Autumn 2020.	H/T to share Performance Management targets with Chair of Governors. Shared Autumn 2019.
To further embed Everyone Learns, Everyone Leads and Everyone Matters into everyday life at Colby School by whole school involvement in the School Council Election.	H/T and all staff.	September 2019.	Curriculum time for lessons about democracy and leadership skills.	Not applicable.	All children participate in the democratic process of choosing which candidate to vote for.	Election runs successfully and leadership roles are elected.	Letters of application, election process and results shared on the newsletter.

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DH/T to train as KS2 Writing Moderator.	DH/T.	September 2019 onwards: 17/9/2019, 1/11/2019, 12/11/2019, 11/12/2019, 12/2/2020.	Release time funded by Local Authority.	Training provided by the Local Authority.	DH/T completes Writing Moderator training.	DH/T trained to lead writing moderation sessions with Colby School and other local schools.	Monitored by the Local Authority. DH/T feeds back to H/T. Completed 2019/2020.
Further develop community links and environmental education by the introduction of a weekly Farmer's Market.	SC (Eco Hub Lead) and FOCS.	September 2019 onwards.	Produce donated by families. Pupil Leaders released from class early to help set up.	Eco Pupil Leaders trained on the job.	Everyone Leads. Eco Pupil Leaders work with families to promote local produce and recycling.	Funds raised are used to further promote Eco Projects at Colby School.	SC to feedback to H/T. Eco Pupil Leaders feedback to Eco Lead Teacher in Eco Meetings. See Colby Eco Hub website.
Promote careers by inviting visiting experts to Colby School (linked to topics, where possible).	H/T and all teachers.	September 2019 onwards.	Visiting experts come to Colby School voluntarily. Beach Trip funded by voluntary contributions from parents. School funded transport to Cromer Crab factory. £140.	Not applicable.	Children learn about careers and are motivated to work hard to achieve their ambitions.	Class discussion, written reports and enthusiastic response of children. Following the success of the "Oceans" topic in Amethyst, it was decided that this unit should be taught regularly.	Class teachers to report to DH/T (Curriculum Lead). Children enjoyed visits from a variety of sea workers, including a deep sea diver. This unit celebrates our local area and has many independent research opportunities.

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Continue to promote well-being / positive mental health through “Self confidence and Anti-bullying Workshops”.	H/T to co-ordinate with volunteer organisation.	September 2019.	Timetabled slots for all classes to attend workshops. No cost for delivery of workshops.	Not applicable.	Everyone Learns. Children fully participate in workshops and are reminded of well-being strategies.	Class discussion, written reports and enthusiastic response of children.	Class teachers to report to DH/T (Curriculum Lead). H/T discussed with School Council – very positive feedback and older children suggested they led follow up sessions with their Buddies.
Further develop Outdoor Learning resources and ideas by attending training sessions. Prepare for transition of new Reception teacher.	LM.	October 2019.	Early Years Conference – Learning Outdoors. £60 + ½ day release from class.	Early Years Conference – Learning Outdoors.	Everyone Learns. LM attends training and is stimulated to promote outdoor learning at Colby School.	LM feeds back to CW and other Amber staff.	H/T to discuss with LM. LM was so inspired by this course that she returned to Colby and worked with other staff to design, resource and build a stage area in the Amber outside area.
Promote a love of Geography / the World around Us by offering opportunities for children to attend “Colby Around the World” events.	Parent volunteer and FOCS volunteers.	October 2019.	Parent volunteer to lead with additional volunteers. After School Club staff = £90.	Not applicable.	Everyone Leads. Children enjoy this extra-curricular activity and learn about South Africa.	Discussion, art activities completed and enthusiastic response of children. Parent feedback.	H/T to attend. Also attended by Governor.

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Further promote enthusiasm for sport by attendance at Tag Rugby Development event.	AB and BR.	October 2019.	£120 coach fee. £150 staff release. (£700 annual fee for all events).	Not applicable.	Everyone Learns.	Children enjoy Tag Rugby Developmental event.	H/T to discuss with AB. Following this event, additional children asked to join lunch-time Rugby Club.
Further develop understanding of Mental Health support for children through attendance at “World Mental Health Day” workshops, including suicide prevention. HEADTEACHER PERFORMANCE MANAGEMENT.	H/T.	October 2019.	Course fee and release time for H/T.	World Mental Health Day workshops.	H/T to attend workshops and liaise with colleagues regarding mental health issues.	H/T to discuss with staff and lead Positive Mental Health workshops with children in Upper KS2.	H/T to discuss with DH/T (Curriculum Lead) and all staff. It was not known at the time, but this training would provide valuable professional development for the COVID related Healthy Body and Healthy Mind Recovery Curriculum in 2020.
Music Subject Leader to attend training at a Local Authority Music Conference – supporting Intent, Implementation and Impact in Music.	WT.	October 2019.	Release time for class teacher.	Music Conference.	Music Subject Leader has opportunity to discuss Intent, Implementation and Impact in Music with other Music Subject Leaders and experts.	Ideas and training are fed into Music Subject Action Plan.	Ideas feed into PM targets: To consider applying for the Music Mark Award. To introduce a Key Stage 2 Choir Club.

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To ensure the Colby Curriculum is accessible to all pupils by being early adopters of the NCC Educational Psychologist Service meetings (EPSS).	CW.	November 2019 onwards. 4/2/2020.	Release time for CW.	Provided by NCC EPS.	Everyone Learns. SENDCO develops further contacts and training from Ed Phys. Experts.	CW to provide feedback to H/T.	H/T to monitor. Training sessions for all staff to be added to professional development calendar. Significant training took place during March – July 2020. SEND, Mental Health and Safeguarding training took priority during this time.
Key Stage 1 staff to attend Moderator Led Assessment Networks with other local schools.	JW and LB.	6/11/2019 4/3/2020.	Release time from class.	Provided by KS1 Writing Moderator.	Everyone Learns.	JW to provide feedback to H/T. JW to provide feedback for Year 1 staff.	H/T to monitor and provide feedback to the Chair of Governors.
To promote British Values and community involvement by holding our annual KS2 Remembrance Service.	H/T and all KS2 staff.	November 2019.	Lesson time for preparation – history and PSHE lessons.	Not applicable.	KS2 children lead a thoughtful and respectful Remembrance Service.	Feedback from visitors. Attendance of visitors. A full Hall of visitors! Standing room only.	Governors attend the KS2 Remembrance Service. Review in the weekly newsletter.

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Year 6 staff to attend Moderator Led Writing Assessment Networks with other local schools.	H/T, SM, LM, JW. Led by DH/T.	13/11/2019.	Release time from class.	Provided by KS2 Writing Moderator (DH/T).	Everyone Learns.	Staff to provide feedback to other KS2 colleagues.	H/T to monitor and provide feedback to the Chair of Governors.
EYFS staff to attend Moderator Led Assessment Networks with other local schools.	CW, RH, LM.	19/11/2019, 31/3/2020.	Release time from class.	Provided by EYFS Moderator.	Everyone Learns.	Staff to provide feedback to KS1 colleagues.	H/T to monitor and provide feedback to the Chair of Governors.
Further promote community links and utilise community expertise by attending "Christmas Experience" at Felmingham Church.	H/T and WT.	3/12/2019.	Parent volunteers for transport. Additional TAs released from other classes.	Felmingham Church team trained to deliver "Christmas Experience"	Everyone Leads – community. Everyone Learns – Colby School.	Class discussion, written reports and enthusiastic response of children.	Staff Governor to attend. Led by Community Governor.
SIDP and H/T Performance Management targets / current priorities shared and discussed with Local Authority Adviser (Sarah Burgess). HEADTEACHER PERFORMANCE MANAGEMENT.	H/T and DH/T to meet with Sarah Burgess (LA).	3/12/2019.	Release time for DH/T.	Not applicable.	SIDP and H/T Performance Management targets / current priorities shared and discussed with Local Authority Adviser.	H/T and DH/T to discuss meeting and provide relevant feedback to Chair of Governors.	Local Authority Adviser monitored work at Colby School.

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Further develop our links with local businesses (Vattenfall). Further develop our Pupil Leadership projects by working with Developing Experts. Further develop Pupil Leadership experiences by leading Green Energy Workshops sessions for other schools.	H/T and JW.	Ongoing project. Necton Primary visit Colby School 8/1/2020.	£3500 annual funding from Vattenfall for Colby School to lead x8 Green Energy Workshop programmes.	No applicable.	Everyone Leads. Colby Pupil Leaders lead Green Energy Workshop for Necton Primary.	Feedback from children and Necton staff was extremely positive.	Colby School Governor attended this session.
Further develop Outdoor Learning resources and ideas by attending training sessions. Prepare for transition of new Reception teacher.	LM, JW, BR.	23/1/2020	Release time for LM, JW and BR.	Early Years Achievement Service: The Wonder of Winter "Frosty Fun".	Everyone Learns. Staff attend training and are stimulated to promote outdoor learning at Colby School.	Staff share ideas with other staff. Feedback to H/T.	H/T to monitor. This training course led to the building of a Mud Kitchen during lock-down. The Mud Kitchen is thoroughly enjoyed by Reception children.
PE Teaching Assistant to attend training – supporting Intent, Implementation and Impact in PE. PE and the new Ofsted Framework.	AB and BR.	24/1/2020 4/2/2020	Release time for BR.	PE and the new Ofsted Framework – supporting Intent, Implementation and Impact in PE. PE Curriculum Mapping Workshop.	PE TA has opportunity to discuss Intent, Implementation and Impact in PE with other PE Subject Leaders and experts.	Ideas and training are fed into PE Subject Action Plan.	BR and AB to discuss with H/T. Keen to lead Gifted and Talented Rugby Event for other schools.

Attend Small Schools' Curriculum Planning Conference and Programme Launch. DH/T PERFORMANCE MANAGEMENT.	DH/T and AB.	5/2/2020.	Release time for DH/T and AB.	As stated – various curriculum workshops.	Everyone Learns. DH/T and AB confident to share with staff the next steps for the development of the Colby Curriculum.	Next steps decided. DH/T and AB satisfied that we are making the right progress with our curriculum development / formalisation.	DH/T to report to H/T. H/T to report to Chair of Governors.
H/T to complete Norfolk Step On, Step Up Tutor Refresher training. H/T PERFORMANCE MANAGEMENT.	H/T.	17/3/2020.	Release time for H/T. £170 course fee.	As stated.	H/T completes Refresher training and shares with staff.	Evaluation of training. Feedback from staff.	H/T to feedback to Governing Board. There were several useful training courses recommended that staff were able to complete during lock-down.

MONDAY 23RD MARCH 2020 – SCHOOL CLOSED (EXCEPT FOR KEY WORKER AND VULNERABLE CHILDREN). CURRICULUM SIDP PUT ON HOLD – NEW PRIORITY OF REMOTE LEARNING PROVISION AND SAFEGUARDING CHILDREN WHO ATTENDED MINI COLBY OR WERE TAUGHT AT HOME. AUTUMN 2020 – RECOVERY CURRICULUM – SEE RECOVERY CURRICULUM SIDP.

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To complete whole school planning of all subject areas, ensuring progression of key skills.	DH/T and all subject leaders.	March 2021 – postponed in Autumn 2020 and January 2021 due to social distancing restrictions.	2 X staff development twilight sessions.	Staff training led by DH/T.	Everyone leads, Everyone learns, Everyone matters. Subject leaders complete whole school planning, including progression of key skills.	H/T and DH/T to evaluate.	Subject leaders to write reports to the Governing Board from Autumn 2021.

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To publish Colby Curriculum information on the Colby School website (except Life Skills / RE curriculum).	H/T and DH/T.	April 2021.	IT technician time. Staff meeting time to agree documents. Release time for DH/T.	Not applicable.	Colby Curriculum information shared on Colby School website.	H/T and DH/T to evaluate.	Lead Officer to monitor, ask questions and provide feedback about Colby Curriculum April 2021.
To complete parent consultation regarding Life Skills Curriculum (including some RE targets).	H/T and Life Skills Governor.	May 2021.	Meeting time for H/T and Life Skills Governor.	H/T has completed extensive local and national RSHE training 2020 – 2021.	Life Skills Curriculum shared with parents. Plans amended following consultation, as appropriate.	H/T and Life Skills Governor to evaluate. Parent feedback logged.	Life Skills Governor to report to the Full Governing Board. <i>Monitoring report shared with FGB. Further information sent to parents February 2022. Parent Meeting booked for March 2022.</i>
Subject leaders complete first round of fully triangulated monitoring exercises from Summer 2021 – Summer 2022 (timetabled over three terms).	DH/T and all subject leaders.	April 2021 – July 2022.	PPA time and staff meeting time.	Not applicable.	Subject leaders are fully informed about progression of key skills in their subject areas.	Subject leaders to feedback to DH/T.	Subject leaders to write reports to the Governing Board. <i>Subject leader presentations to the FGB.</i>

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Governors to complete monitoring training on Governor Hub.	Interim Chair to co-ordinate.	April – May 2021.	Governor Hub.	Governor Hub.	All governors who will be involved in monitoring complete monitoring training.	Governors complete evaluation forms on Governor Hub.	Interim Chair to monitor Governor Hub. HW led Monitoring training for FGB.
Governors to complete first round of fully triangulated curriculum monitoring exercises from Summer 2021 – Summer 2022 (timetabled over three terms).	Interim Chair to co-ordinate.	April 2021 – July 2022.	Governor meetings.	Governor Hub.	Governors are fully informed about progression of key skills in their subject areas.	Governors to feedback to Subject Leaders.	Governors to report to Full Governing Body. Subject leader presentations to the FGB.
Subject leaders participate in subject specific local authority termly training workshops.	CM and all subject leaders.	Sept 2021 – July 2022.	Free local authority training. Staff meeting / PPA time.	Free local authority training.	Training completed and used to inform Subject Action Plans.	Subject leaders to feedback to DH/T.	Subject Leader presentations to the FGB.
Subject leaders give presentations to the FGB.	CM and all subject leaders.	January 2022 – July 2022.	FGB meeting time and Drop In Zoom sessions. Subject leader time.	Not applicable.	Subject leaders lead sessions for Governors.	Subject leaders to feedback to DH/T.	Governors who attend Drop In Zoom sessions provide feedback to FGB. Subject leader presentations are recorded and shared on Governor Hub.

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Subject leaders further personalise Intent, Implementation and Impact statements.	Subject leaders.	Spring 2022.	Staff meeting time.	Not applicable.	Intent, Implementation and Impact statements better reflect our local context.	DH/T and H/T review statements.	Statements shared with Governors during Subject Leader presentations.
Subject leaders share personalised curriculum statements with families on the weekly newsletter – curriculum news.	Subject leaders and CM.	Spring 2022 – Summer 2022.	Staff meeting time.	Not applicable.	Personalised statements shared with families.	Feedback from families.	Statements shared with Governors during Subject Leader presentations.

Christine Mead March 2022