



Rapid Action Plan 2018-19

<p style="text-align: center;">Lincoln Christ's Hospital School Improvement Plan: 2018 – 19 Our key priority is to improve the outcomes for all students through:</p> <ol style="list-style-type: none"> 1. Reduce variations with respect to: <ol style="list-style-type: none"> i. Teaching, Learning and Assessment. ii. Attendance of disadvantaged. iii. Progress of Boys. 2. Ensuring all groups in Sixth Form make consistently good progress. 3. Implement outcomes of external review of Governance. 	<p>TARGETS:</p> <ol style="list-style-type: none"> 1. In 2019, to achieve a positive Progress 8 score overall and across all Progress 8 elements, to ensure that pupil sub groups within Progress 8 meet or exceed their national comparator. (National Progress 8 2017, Boys -0.24, PP -0.40, SEN Support -0.43), 2. To achieve a Basics % in line or exceeding National values at 4+ and 5+. (National Basics 2017, 4+ 64%, 5+ 43%). 3. All qualifications to achieve or exceed 70% On / Above against FFT20 amended targets.
<p>Key priorities:</p>	<p>Success Criteria:</p>
<ol style="list-style-type: none"> 1. <u>Effectiveness of leadership and management</u> To enhance the effectiveness of leadership at LCHS at all levels. <ol style="list-style-type: none"> 1.1 Further build the capacity of our middle leadership to remove variations in effectiveness 1.2 Implement fully the outcomes of the external review of governance 1.3 Further develop the capacity within the Leadership Team 2. <u>Quality of teaching, learning and assessment</u> To further increase the quality of, and reduce variations in, teaching, learning and assessment. <ol style="list-style-type: none"> 2.1 Develop a strategic approach to reducing barriers to learning at whole school and cohort level 2.2 Reduce variations in the quality of teaching and learning 2.3 Implement a CPD programme centred on the continued improvement of teaching, learning and assessment at LCHS 2.4 Develop the effective use of homework 2.5 Continue to develop the effectiveness of assessment in order to validate the progress of lower ability students through effective differentiation 3. <u>Personal Development, Behaviour and Welfare</u> <ol style="list-style-type: none"> 3.1 Further develop the consistency with which staff manage minor misbehaviour (Ofsted). 3.2 Develop and promote rewards system 3.3 Develop Parental Engagement 3.4 Review of school uniform policy 3.5 Improve the attendance of disadvantaged students 3.6 To further develop Safeguarding procedure 3.7 To develop the welfare of our disadvantaged students 4. <u>Outcomes for Pupils</u> <ol style="list-style-type: none"> 4.1 To analyse SEND behaviour data to meet individual needs. 4.2 Improve the progress of boys (Ofsted). 5. <u>16 – 19 Study Programmes</u> <ol style="list-style-type: none"> 5.1 Remove the inconsistencies between the attainment of sub groups post-16 5.2 Further improve teaching and learning post-16 5.3 Further develop the target setting methodology post-16 5.4 Increase retention of Year 11 students into Sixth Form 5.5 Leadership development 	<ol style="list-style-type: none"> 1. To maintain our Progress 8 score above coasting. 2. To maintain our improvement in fixed term exclusions to be in line with national. 3. To maintain attendance to be at least, broadly in line with national. 4. To reduce the variation between cohorts of students on all of these indicators. <p><u>FFT50 (Outcomes based on the top 50% of similar schools nationally)</u></p> <ul style="list-style-type: none"> • Basics (pupils gaining English and Mathematics) 4+ 60.5% • Basics (pupils gaining English and Mathematics) 5+ 32.2% • English Baccalaureate 4+ 44.9% • English Baccalaureate 5+ 22.4% <p><u>FFT20 (Outcomes based on the top 20% of similar schools nationally)</u></p> <ul style="list-style-type: none"> • Basics (pupils gaining English and Mathematics) 4+ 73.2% • Basics (pupils gaining English and Mathematics) 5+ 42.4% • English Baccalaureate 4+ 52.2% • English Baccalaureate 5+ 33.2% <p><u>FFT20 Amended</u></p> <ul style="list-style-type: none"> • Basics (pupils gaining English and Mathematics) 4+ 73.7% • Basics (pupils gaining English and Mathematics) 5+ 44.4% • English Baccalaureate 4+ 56.6% • English Baccalaureate 5+ 38.5%



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
1. Leadership and Management: To enhance the effectiveness of leadership at LCHS at all levels.											
1.1 Further build the capacity of our middle leadership to remove variations in effectiveness.	a) SLT will informally coach members of staff each in leadership skills to identify areas of development in order to build their capacity to bring about targeted improvement in teaching and learning within their department.	19/09/18	July 19	Annual	12/12/18	27/03/18	22/05/18	Assistant Headteacher with responsibility for Teaching & Learning <i>Headteacher.</i>	Further develop key middle leaders to expand capacity to support identified areas of improvement in future years (both internal and external).		Completed through directed time budget.
1.1	b) Develop a Preparation for Senior Leadership Pathway (SPLP) CPD programme.	04/06/19		Annual	31/10/19	01/03/20	01/06/20	Assistant Headteacher with responsibility for Teaching & Learning. <i>Headteacher.</i>	Develop a leadership development programme. Development of Teaching and Learning tracking measures to allow for a more effective analysis of quality assurance that triangulates between lesson observation, marking and feedback and pupil progress.		LG coaching time.
1.1	c) Development of middle leaders through use of NPQSL/ML as part of the school CPD programme. Each candidate takes responsibility for specific whole school improvement priority.	24/06/19		Once	12/12/18	20/03/19	30/07/19	Deputy Headteacher with responsibility for Quality Assurance. Assistant Headteacher with responsibility for Teaching & Learning. <i>Headteacher.</i>	Further develop middle leaders to take on further key middle leadership positions and senior leadership positions.		Completed through directed time budget.
1.1	d) Two middle leaders to attend a course on middle leaders and cascade the learning as part of the 2018 – 19 training offer.	28/06/18	Feb 19	Annual	04/07/18	Twilight 1 + 1 Week	Twilight 2 + 1 Week	Heads of English and Science <i>Assistant Headteacher with responsibility for Teaching & Learning.</i>	Build capacity of our middle leadership by increasing their competence/ confidence in having conversations regarding underperformance.		£550 (£299 course; £200 supply; c. £50 transport; CPD 2017-18)



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
1.1	e) Undertake an audit of all TLR holders. Establish details of each role and audit post holder effectiveness.	11/06/18	10/12/18	Once	03/10/18	14/11/18	19/12/18	Deputy Headteacher with responsibility for Quality Assurance. Middle Leadership team. <i>Headteacher through random paired observations and learning walks.</i>	Gain a clear understanding of current resources in order to eventually best match TLR holders to current and future whole school priorities. Greater use of TLR holders to detail a suite of voluntary CPD sessions within CPD time.		Completed through directed time budget.
1.1	f) Conduct a post-result audit to determine a schedule for internal department reviews 2018 – 19.	16/08/18	31/10/18	Annual	01/09/18	01/10/18		Assistant Headteacher with responsibility for Curriculum <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Generate a programme of 360° departmental reviews to support departmental improvement prioritising.		Completed through directed time budget.
1.1	g) Use the post-result audit and QA information to determine and commission any necessary external reviews.	01/09/18	31/10/18	Once				Assistant Headteacher with responsibility for Curriculum <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Generate a programme of 360° departmental reviews to support departmental improvement prioritising.		Completed through directed time budget.
1.1	h) ICT review to be commissioned in 2018 pending 2018 results. This will be externally monitored.	01/09/18	31/10/18	Once				Headteacher <i>Governors</i>	Further develop the capacity of the ICT department to develop further. Outcomes to improve in ICT.		Dependent on external body
1.1	i) Develop a compulsory induction programme of twilight sessions on a rolling carousel. Induction is complete when all sessions have been completed.	04/07/19		Annual	14/11/19	01/05/19	03/07/19	Assistant Headteacher with responsibility for Teaching & Learning. <i>Headteacher.</i>	Ensures the sustaining of new initiatives developed over recent years continue to run effectively along with sustaining school priority areas.		Completed through directed time budget.
1.2 Implement fully the outcome of the external review of governance	a) Provide clarity of direction from which the academy can generate a long term improvement plan.	Began	03/19	Once	09/18	12/18	02/19	Governing Body. <i>External advisor.</i>	The school fully understands the strategic direction of the school that can be planned for medium to long term.	GREEN	Completed through directed time budget.



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
1.2	b) Develop the accommodation with a rolling refurbishment programme (Ofsted).	01/09/18	01/09/19	Ongoing	12/18	03/19	06/19	Estates Manager. <i>Headteacher.</i>	Development of a fully costed rolling programme of repair and refurbishment.		Estates Budget.
1.3 Further develop the capacity within the Senior Leadership Team.	a) Pilot a number of projects across the city which will enhance the collaboration between schools and share best practice.	01/07/18	01/07/18	ongoing	10/18	01/19	01/07/19	Headteacher Governors	Improved understanding of the broader educational landscape within the city. Sharing of best practice which leads to improvements in leadership, teaching and learning. Integrated CPD offers		Directed time Possible cost of supply or cover. Minimal hospitality costs.
1.3	b) Offer NPQH to a minimum of one senior leadership.	03/10/18	06/20	N/A	03/19	09/19	03/20	Headteacher. <i>Governors.</i>	Increased capacity within Senior Team to drive improvement within the school.		
1.3	c) Review of a PM target. UPS target is target 3.	10/05/18	16/07/18	Once	13/06/18	N/A	03/07/18	Deputy Headteacher with responsibility for Quality Assurance. <i>Headteacher.</i>	Common measure of 3 rd UPS target.		
1.3	d) Complete a review of PM system to ensure new method is operating effectively and regular reviews are effectively undertaken.	10/05/18	16/07/18	Once	13/06/18	N/A	03/07/18	Deputy Headteacher with responsibility for Quality Assurance. <i>Headteacher.</i>	Performance Management system allows all staff to have meaningful and personalised targets to support progress.		
1.3	e) Undertake review of every teaching staff to gain a clear understanding of current resources and best matches to school priorities.	01/09/18	01/01/19	Once				Deputy Headteacher with responsibility for Quality Assurance.	Rationalised TLR Structure.		
1.3	f) Ensure all at leadership level understand the high standards of probity required in the management of public funds.	10/05/18	20/07/18	Termly	11/18	01/19	05/19	Principal Finance Officer. <i>Headteacher.</i>	<ul style="list-style-type: none"> School is lead to a more financially secure position through balanced budgets and forecasts. Value for money, regularity and propriety is understood. 		



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates	Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
2. Teaching, Learning and Assessment: To further increase the quality of teaching, learning and assessment.									
2.1 Develop a strategic approach to reducing barriers to learning at whole school and cohort level	a) Introduce a reading scheme with the new Y7 intake – to be rolled through school – to use reading as a support of literacy skills.	13/06/18	03/04/19	Annually – Roll out	26/09/18 28/11/18 06/02/19	Assistant Headteacher with responsibility Teaching and Learning <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	To build on KS3 work to close the vocabulary gap and improve literacy levels of all students.		
2.1	b) Work with the literacy and numeracy coordinators to develop a clear action plan for supporting whole school literacy and numeracy.	11/07/18	26/06/19	Annually	23/01/19 08/05/19 10/07/19	Literacy Coordinator Numeracy Coordinator <i>Assistant Headteacher with responsibility Teaching and Learning</i>	All teachers are supporting teaching of literacy and numeracy.		Literacy and Numeracy TLRs and budget.
2.1	c) Further increase the efficacy of the DfL programme to increase consistency in its use and application to ensure it is truly a tool for improving student attitudes to learning.	11/07/18	Qualification Dependant	Once	07/11/18 06/03/19 15/05/19	NPQSL candidate <i>Assistant Headteacher with responsibility Teaching and Learning</i>	Consistency of DfL grades improves across the whole school. Staff voice demonstrates increased confidence in the DfL system as a true measure of student attitudes to learning. Improved attitudes to learning. Reduced apathy.		
2.1	d) Implement an action plan for improving the progress of boys.	11/07/18	Qualification Dependant	Once	07/11/18 06/03/19 15/05/19	NPQSL candidate <i>Assistant Headteacher with responsibility Teaching and Learning</i>	NPQSL candidate to attend national conference (June 18) and use this to develop the action plan in line with NPQSL whole school change project. Candidate to lead training sessions throughout the school year.		
2.1	e) Complete a restructure of the SEND at LCHS to better support those students with additional needs through more accurate identification, provision mapping and enhanced adult support.	06/18	11/18	Once	07/18 09/18 10/18	Headteacher.	<ul style="list-style-type: none"> Allow for more effective support for students who require additional support. Have one central office for additional needs allowing for a more holistic and coordinated approach. Financial savings. 		



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
2.1	f) Continue to focus on the provision to support the progress of identified cohorts: SEND, more able, through careful planning and CPD offer.	06/18	05/19	Annually	04/07/18	14/11/18	06/02/19	Assistant Headteacher responsible for Teaching and Learning.	Fewer inconsistencies in teaching offer across practice through appropriate training and sharing of best practice using a interleaved approach: <ul style="list-style-type: none"> • Whole staff CPD • Thursday briefings • Twilight programme • Specialist input – WS or 1: cascaded • Team strengths 		CPD budget
2.2 Reduce variations in the quality of teaching and learning	a) QA process Support packages	03/09/18		Annually	19/12/18	20/03/19	03/07/19	Deputy Headteacher responsible for Quality Assurance. <i>Headteacher.</i>	Areas to improve are identified early with clear support packages in place.		
2.3 Implement a CPD programme centred on the continued improvement of teaching, learning and assessment at LCHS	a) Publish a CPD carousel for 2018-19 which uses the talent within our teaching team to support all and provides an ongoing CPD offer for all.	04/07/18	31/08/18	Annual	Twilight 1 + 1 Week	16/01/19	Twilight 3 + 1 Week	Deputy Headteacher and Assistant Headteacher with responsibility for Teaching & Learning <i>Headteacher during line management meetings and weekly SLT meetings.</i>	CPD offer rated good or better by 85% + of staff.		
2.3	b) Generation of fixed whole staff performance management target based on supporting cohorts in teaching and learning.	03/09/18		Annually	19/12/18	20/03/19	03/07/19	Deputy Headteacher with responsibility for Quality Assurance. <i>Headteacher.</i>	Further develop the clarity of approach that we adopt as a school to move forward on one or two agreed priorities.		Completed through directed time budget.
2.3	c) Develop a replacement to CPD Genie as a platform for recording performance management. Financial saving reviewed annually.	19/03/18		Annually	19/12/18	20/03/19	03/07/19	Deputy Headteacher and Assistant Headteacher with responsibility for Teaching & Learning <i>Headteacher during line management meetings and weekly SLT meetings.</i>	Continue to facilitate the current PM conversations while allowing for more streamlined tracking of PM targets and completion of meetings. £300 per year saving.		Completed through directed time budget. Saving against cost of new system



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
2.3	d) Publish and carry out a whole-school paired drop-in schedule which develops the ability to assess the quality of provision at all levels.	05/09/18	28/06/19	Annually	19/12/18	20/03/19	03/07/19	Deputy Headteacher to publish. Middle and senior leaders completing drop-ins. <i>Headteacher during line management meetings and weekly SLT meetings.</i>	Provides a base of evidence from which to derive typicality and reduce in-house variance. Increase capacity for reflective practice.		Completed through directed time budget.
2.3	e) Establish an enhanced support offer for those teaching outside of specialism comprising of: peer observations in T6 and T1, meeting time in T6, dedicated AM briefings, nominated 2 nd subject buddy with allocated time, termly PM meeting slot.	15/06/18	12/12/18	Ongoing	11/07/18	19/09/18	14/11/18	Heads of Department <i>Assistant Headteacher with responsibility for Teaching and Learning.</i>	To increase support and confidence of those teaching in a second subject and reduce the variation of offer risked with a non-specialist teacher.		Completed through directed time budget.
2.3	f) Identify members for a SWAT (support with advancing teaching) Team.	25/06/18	03/07/19	Annual	10/10/18	20/02/19	19/06/19	Assistant Headteacher with responsibility for Teaching & Learning. <i>Headteacher during line management meetings and weekly SLT meetings.</i>	Further build the capacity of our T+L teams to effect positive support of colleagues with identified individual priorities.		Completed through directed time budget.
2.3	g) Publish and carry out a schedule of deadlines for snap shot shares to be completed at departmental, middle and senior leadership levels.	05/09/18	28/06/19	Annually	19/12/18	20/03/19	03/07/19	Deputy Headteacher to publish. Middle and senior leaders completing drop-ins. <i>Headteacher during line management meetings and weekly SLT meetings.</i>	Provides a base of evidence from which to derive typicality and reduce in-house variance. Increase capacity for reflective practice.		Completed through directed time budget.



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
2.3	h) Joint drop-in timetable generated between HODs, SLT and TLR/members of the department. This then forms part of a departmental meeting. This is all part of our training package.	05/09/18	28/06/19	Annually	19/12/18	20/03/19	03/07/19	Deputy Headteacher to publish. Middle and senior leaders completing drop-ins. <i>Headteacher during line management meetings and weekly SLT meetings.</i>	Provides a base of evidence from which to derive typicality and reduce in-house variance. Increase capacity for reflective practice.		Completed through directed time budget.
2.4 Develop the effectiveness of homework.	a) Rewards for homework rather than punishments. Focus on Yrs 7-9 rewarding those students who extend their learning through homework activities.	05/07/18	24/05/19	Termly	11/09/18	19/10/18	15/02/19	Director of Student Engagement. <i>Assistant Headteacher with responsibility for Pastoral Care.</i>	Change to the culture around expectations for homework. Allowing staff to focus more on planning and marking rather than chasing incomplete homework.		Minimal admin costs.
2.5 Continue to develop the effectiveness of assessment in order to validate the progress of lower ability students through effective differentiation (Ofsted).	a) Review of examination results linked to Y10 progress grades for current Y11 cohort.	05/09/18	28/09/18	Annual	03/10/18			Assistant Senior Leader (Data). <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Validates assessment of progress across pupil groups, identifies areas of focus on a department/group level.		Completed through directed time budget.
2.5	b) Review of departmental assessments as identified in a)	08/10/18	28/06/19	Ongoing	5/11/18	7/01/19	8/07/19	Heads of Subject. Assistant Senior Leader (Data). <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Identification of underperforming students for department/pastoral intervention through accurate and valid assessment.		Completed through directed time budget.



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
2.6	a) Improve consistency of DfL led by NPQSL candidate.	11/07/18	July 19	Ongoing	07/11/18	06/03/19	15/05/19	Assistant Headteacher <i>Deputy Headteacher with responsibility for Quality Assurance</i>	Consistency of DfL grades improves across the whole school.		Completed through directed time budget.
2.7 To conduct a curriculum review to improve the quality of teaching, learning and assessment.	With the assistance of an EFA review into the curriculum, to conduct a review of the whole school curriculum. This will involve giving to opportunity for key stakeholders to have.	10/09/18	Easter 19	Once	07/11/18	15/02/18	05/04/19	Assistant Headteacher with responsibility for Curriculum. <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Appropriateness of our curriculum to consider the following factors, <ul style="list-style-type: none"> Staffing Improved results Appropriate subject offer Time budget for departments Efficiency of the option processes.		Completed through directed time budget. Time to visit other schools.
3. Personal Development, Behaviour and Welfare: Implement restorative approach technique for staff.											
3.1 Further develop the consistency with which staff manage minor misbehaviour (Ofsted).	a) Develop a fortnightly focus programme that is publicised and checked. The focus being on expectations on learners. This is checked by LG in learning walks and consequences submitted.	01/09/18		Ongoing	12/18	03/19	06/19	Assistant Headteacher with responsibility for Pastoral Care. <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Continue to move forward with priority areas of behaviour development and improve the level of consistency we use whole school in tackling priority areas.		Completed through directed time budget. No cost.
3.1	b) Further raise the bar on behaviour with the next series of actions being included in the inevitability of consequences (staff voice)	01/09/18	01/07/19	Ongoing	11/18	01/19	04/19	Assistant Headteacher with responsibility for Pastoral Care <i>Deputy Headteacher with responsibility for Quality Assurance</i>	Improve students bringing equipment and meeting basic expectations.		CPD costings.



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
3.2 Develop and promote rewards system.	a) Develop a positivity praise card to be posted by staff. (student voice)	14/05/18	03/09/19	Ongoing	11/07/18	07/11/18	05/06/19	Deputy Headteacher with responsibility for Quality Assurance. <i>Headteacher</i>	Increase the buy in from students.		£200
3.2	b) Weekly email from PA to Headteacher requesting for HT Commendations – following week all staff receive email with list of students who received a letter.	03/09/18	01/07/18	Ongoing	12/18	03/19	06/19	Deputy Headteacher with responsibility for Quality Assurance and Director of Student Engagement. <i>Headteacher</i>	Further develop the consistency of communication across the staff group.		Completed through directed time budget.
3.3	a) Further develop understanding of parents' views and perspectives of the school by developing an effective parent and teacher dialogue.	11/10/18	07/07/19	Ongoing	11/07/18	07/11/18	05/06/19	Assistant Headteacher with responsibility for Curriculum. <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Improved communication between all stakeholders. To improve the way in which parents engage with the school, especially those parents who are hard to reach and rarely attend school events.		Cost of setting up and promoting the events. £500
3.3	b) Identification of staff through QA, offer of support provided.	09/18	12/18	Ongoing	09/18	10/18	11/18	Deputy Headteacher with responsibility for Quality Assurance <i>Headteacher</i>	360° check on current processes with search for best practice. To ensure our systems are as effective as they can be.		Completed through directed time budget.
3.4 Review of School Uniform Policy	a) Uniform consultation. (student voice/parent voice/governors).	10/18	03/20	Once	12/19	02/20	05/20	Director of Student Engagement. <i>Assistant Headteacher with responsibility for Pastoral Care</i>	To further develop the consistency of school uniform.		Completed through directed time budget.
3.5 Improve the attendance of disadvantaged students (Ofsted).	a) Selective targeting per year group student to student. PM-PMR target to improve their attendance for 2017-18 to 2018-19.	09/18	07/19	Termly	12/18	03/19	06/19	Director of Student Engagement. <i>Assistant Headteacher with responsibility for Pastoral Care.</i>	Further raise the attendance of key focus sub-groups (e.g. PP and SEN).		Completed through directed time budget. Costing of EWO time.



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
3.6 To further develop Safeguarding procedure.	a) Safeguarding audit to be completed.	07/18	01/19	Once	09/18	11/18	01/19	Assistant Headteacher with responsibility for Pastoral Care and Deputy Safeguarding Officer. <i>Deputy Headteacher with responsibility for Quality Assurance</i>	To ensure all safeguarding procedures are in line with LSCB regulations and consistency of safeguarding referrals to improve student welfare.		Cost from PP budget.
3.7 To develop the welfare of our disadvantaged students.	a) Relaunch breakfast club for PP students (staff voice).	01/09/18	31/09/18	Once	15/09/18	N/A	N/A	Deputy Headteacher with responsibility for Quality Assurance. <i>Assistant Headteacher with responsibility for Pastoral Care.</i>	Ensure identified students are best prepared to engage with education at the start of the day.		Completed through directed time budget.
4. Outcomes for Pupils											
4.1 To analyse SEND behaviour data to meet individual needs.	a) SEND team to analyse behaviour of SEND students to facilitate improved targeted offer.	09/18	07/19	Continuing	12/18	03/19	06/19	Pastoral Managers and SENDCo. <i>Assistant Headteacher with responsibility for Pastoral care and Assistant Headteacher T+L.</i>	To improve our offer to meet the needs of SEND students. Reduce the number of exclusions with SEND students.		Completed through directed time budget.
4.2 Improve the progress of boys (Ofsted).	a) Triangulate SISRA Progress, AtL – DfL and AtL – Beh across departments to identify target students in each year group.	09/18	07/19	Termly	11/18	01/19	05/19	Associate Senior Leader (Data). <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Progress of boys remains above national value in 2019 (Boys, -0.22 LCHS 2017, -0.24 National 2017) Progress of boys aligns with progress of girls. (Girls, +0.24 LCHS 2017, +0.18 National 2017)		Completed through directed time budget.



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
4.2	b) Mentoring of target students to increase engagement.	09/18	07/19	Termly	11/18	01/19	05/19	Progress Leaders Associate Senior Leader (Data). <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Progress of boys remains above national value in 2019 (Boys, -0.22 LCHS 2017, -0.24 National 2017) Progress of boys aligns with progress of girls. (Girls, +0.24 LCHS 2017, +0.18 National 2017)		Completed through directed time budget.
5. 16 – 19 Study Programmes											
5.1 Remove the inconsistencies between the attainment of sub groups post-16 (Ofsted).	a) Monitor and ensure that all subjects are setting a minimum of 5 hours' worth of work to be completed outside lessons at KS5.	05/09/18	19/07/19	Continuing	30/11/18	22/04/19	19/07/19	Assistant Head of Sixth Form. <i>Director of Sixth Form.</i>	Pupil progress in Sixth Form improves. % of students reaching MTG improves.		Completed through directed time budget.
5.1	b) Prioritise all PP, girls and other sub groups of students to ensure that they are challenged and encouraged to exceed their minimum target grade	05/09/18	19/07/18	Termly	30/11/18	22/04/19	19/07/19	Assistant Head of Sixth Form, Director of Sixth Form along with Assistant Headteacher with responsibility for Curriculum. <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Consistent progress for all groups of students – to be discussed in KS5 data meetings		Completed through directed time budget.
5.2 Further improve teaching and learning post 16	a) Further develop paired Sixth Form learning walks and observations as well as Sixth Form team and SLT learning walks.	05/09/18	19/07/19	Annual	30/11/18	22/04/19	19/07/19	Director of Sixth Form, Assistant Headteacher with responsibility for Curriculum, Assistant Head of Sixth Form, SLT. <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Provides a base of evidence from which to derive typicality and reduce in-house variance in the Sixth Form. Increase capacity for reflective practice in the Sixth Form.		Completed through directed time budget.
5.2	b) Use high VA subjects as models for low VA subjects. Lesson observations of high VA subjects and advice for revision lessons	05/09/18	19/07/19	Annual	30/11/18	21/04/19	19/07/19	Director of Sixth Form, Assistant Head of Sixth Form <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Provides a base of evidence from which to derive typicality and reduce in-house variance in the Sixth Form. Increase capacity for reflective practice in the Sixth Form.		Completed through directed time budget.



Lincoln Christ's Hospital School Improvement Plan – 2018-19

Main School Improvement Plan

Objectives	Actions	Start date	To be completed by:	Frequency	Review dates			Action & Monitoring Personnel responsible	Intended outcome:	Status (RAG)	Resource cost / Financial implication
5.2	c) Use AST (SJS) to coach staff in low VA departments	05/09/18	19/07/19	Termly	30/11/18	04/04/19	19/07/19	Director of Sixth Form, Assistant Head of Sixth Form <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Improved progress and results for Sixth Form students. Monitored by MPW meeting with SJS		Completed through directed time budget.
5.3 Further develop the target setting methodology post-16 (Ofsted).	a)Review the methodology we utilise for the setting of target grades KS5, using FFT data	05/09/18	19/07/19	Annually	30/11/18	N/A	19/07/19	Director of Sixth Form, Associate Senior leader (Data) <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	More challenging targets for students to achieve tracked against student attainments.		Completed through directed time budget.
5.4 Increase the retention of Year 11 students into the Sixth Form	a)Expand the taster lesson programme into Year 10, as well as continuing the taster lessons for Year 11 started in 2017/18	05/09/18	19/07/19	Annually	30/11/18	22/04/19	19/07/19	Director of Sixth Form, Assistant Head of Sixth Form <i>Deputy Headteacher with responsibility for Quality Assurance.</i>	Greater retention of LCHS students into Sixth Form.		Completed through directed time budget.
5.5 Leadership development	a)Development of middle leader through use of NPQSL as part of the school CPD programme. Candidate takes responsibility for specific Sixth Form improvement priority.	05/09/18	19/07/19	Annually	30/11/18	24/04/19	19/07/19	Deputy Headteacher with responsibility for Quality Assurance. Director of Sixth Form. <i>Headteacher.</i>	Middle leader qualified to move to Senior Leadership.		£1200 course fee. Some cover costs.