



# St George's Primary School

St George's Primary School

Standards Committee Meeting

Wednesday 24<sup>th</sup> April 2019

Lower Site @ 1:00pm

## Present

|                            |                       |                                   |
|----------------------------|-----------------------|-----------------------------------|
| <b>Community Governors</b> | B. Clark              |                                   |
|                            | K. Wadcock            | Chair of Standards Committee (SC) |
| <b>Parent Governors</b>    | P. Dunning            |                                   |
|                            | C. Scott              |                                   |
|                            | A. Vickers            |                                   |
| <b>Staff Governors</b>     | B. Cassidy            | Head Teacher                      |
|                            | L. Horton             | Assistant Head Teacher            |
| <b>Also Present</b>        | L. Binks              | Assistant Head Teacher            |
|                            | M. Chambers           | Assistant Head Teacher            |
|                            | G. Dunne              | Assistant Head Teacher            |
|                            | K. Choudhary          | Clerk                             |
| <b>Apologies</b>           | T. Skarratts- Jackson | Deputy Head Teacher               |

## Item 1 Welcome, Apologies and Declarations of AoB

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Chair welcomed the group and apologies were accepted as above.

## Item 2 Minutes of previous meeting

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Accepted as a true and accurate record.

## Item 3 Matters Arising

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All actions completed.

- **Staff Workload Group** – SC discussed the merits of continuing the endeavours of the staff workload group.

**DECISION TAKEN:** SC will have a further Staff Workload Group meeting in September '19 to revisit any changes made to the school administration under the DfE guidance.

- **SPTO** – SC reminded that moving forward, the school was exploring options that encompassed school need. SC informed that the school has done a pilot with Capita SIMS and this is the schools preferred MIS partner moving forward as this integrates with existing Capita Education packages used by the school. The cost is £500 and represents a considerable saving when compare with another MIS partners - costing as much as £6k.

Capita have signed off all necessary DSAs and as such, the school data will soon be migrated across to enable SLT to do a deeper dive on the software and ensure it meets the school's needs.

SC asked is there any way that Capita SIMS can assist with the migration of data?

**RESOLUTION:** Yes, however there is an associated cost as the schools current SLA with Capita Education only provides a limited number of service hours. SLT have stated that the additional cost is well worth it to ensure as smooth a change as possible and to lessen the burden on school staff.

SC asked is the migration process a 'one off' or will it need to be revisited annually?

**RESOLUTION:** This process is a 'one off'.

SC reminded that the downside to the introduction to a new MIS is the additional staff training and administration need however SLT are committed to getting this challenge met 'well and once' with the view to not having to revisit this issue again in the near future.

- **OFSTED** – SC reminded that the OFSTED EIF 2019 consultation is now closed.
- **New Chair for 2019/20** – SC reminded that K. Wadcock will be stepping down as Community Governor at the end of the academic year and as such, SC will need a new chair for the upcoming academic year.

**DECISION TAKEN:** SC agreed that P. Dunning will inherit the role of chair in the next academic year. K. Choudhary informed SC that this indicative decision should be ratified in the next academic year when all committee groups roles are revisited as part of the TOR.

**DECISION TAKEN:** SC agreed that A. Vickers will become newest member of SC moving forward and inherit K. Wadcock's area of work.

#### **Item 4 Governor visits in relation to Standards' Committee**

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SC noted below with regards to learning walk/ teacher observations. As discussed at the previous meeting, the Spring visits were focused on Computing;

- C. Scott visit to be arranged
- P. Dunning met with G. Dunne recently and as outlined in previous meeting, the visit incorporated the Science curriculum visit.
- K. Wadcock met with L. Horton recently.
- B. Clark visit to be arranged.

SC stated that it would be useful for leads to share feedback and observational thoughts on the sessions they have attended throughout the academic year.

**ACTION 1(04/19):** SC leads to feedback their observations from their learning walk/ teacher observations throughout the academic year at the next SC meeting.

SLT stated that of all the curriculum changes the school has made, Computing is the only area SLT are revisiting as there are a number of issues in this area including; staff expertise (around leadership rather than teaching) and infrastructure as, despite massive investment, there are still limitations given the breadth of skills and space in school for IT suites etc.

SLT are endeavouring to incorporate computing curriculum into other areas of curriculum.

**DECISION TAKEN:** Given the amount of transition in this area, SC decided to focus on the next phase of planned curriculum visits, with the summer term focus targeted towards PE.

SC asked K. Choudhary if he has received any completed Governor Visit paperwork?

**RESOLUTION:** K. Choudhary informed SC that he has received limited amounts of completed paperwork from this (and all other) committee.

#### **Item 5 School Development Plan Update**

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Circulated as part of the papers.

SLT highlighted the RAG rated document and reminded SC that the school has revisited the way it presents the SDP given it is very much a working document and as such subject to regular update and change.

SC suggested that the SDP gives real clarity on how the school is moving forward.

SC asked is there anything crucial that is not going to be met?

**RESOLUTION:** No, all crucial areas will be met. SLT have ensured that there is a strong evidence base in all areas across the school to ensure standards are met – or will be met by the end of the academic year. Key challenge remains achieving targets in Years 5-6. Progress is rapid but as SC are aware the progress and attainment gaps were significant.

SC reminded that a lot of yellow areas should become green as the school moves closer to the end of the academic year.

#### **Item 6 Mid-Year Performance Management Update**

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Circulated as part of the papers.

SC informed that the document they have provides a quick summary and the total number of overview statements that have been completed.

SC informed that all school staff member should have had a meeting with SLT members and each member of staff will have a review of the training they have attended and what has been made available to them.

SC informed that any training needs are highlighted against teacher standards.

SC informed that professional objectives are agreed between SLT and staff and are regularly reviewed. Milestones and objectives cannot be progressed unless signed off by both appraiser and appraisee.

SC informed that SLT are responsible for making sure that all performance managements are completed.

Perversely, SLT suggested that staff often underestimated their contribution to the school's success in their self-evaluation selections, opting to not 'oversell' their achievements.

SC asked if all staff have embraced performance management?

**RESOLUTION:** Yes. SLT conceded that initially, there was some low-level issues around IT skills for some staff, however these issues have been addressed and staff really welcome opportunity to reflect on their achievements and the process is embraced as a collaborative process.

SLT suggested that performance management provides clarity, gives evidence based for challenge and rigour and outlines staff and school expectations.

## Item 7 CPD

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Circulated as part of the papers.

SLT stated that they ensure CPD is related to the SDP and the schools focus has been on making sure there has been an investment in staff. SLT suggested that all staff get the support needed as highlighted in the document – and this is reviewed termly.

SC reminded that governors are welcome to attend training sessions.

SLT highlighted that TA contracts have been slightly revised to enable them to attend training session within contracted hours and thus contribute towards the success of the school moving forward.

SLT stated that all staff getting a ½ day training with their SLT lead to realise curriculum aims and it was suggested (with the view of raising standards) curriculum teams have planned development days built into the SDP.

The circulated paper gives an overview of the training undertaken by staff. For example, SLT highlighted that 9 colleagues recently attended SEND training.

SLT suggested that there is a challenge in balancing training against teaching time however, this challenge is being met.

SC asked if the school is looking towards getting all teaching staff through the OTIP programme?

**RESOLUTION:** SLT stated that the school would like to however the programme is optional and as such, staff may decline the opportunity. That said, it was suggested that the programme may not be suitable for all staff.

SLT are keen that CPD is seen by colleagues as a journey and not a tick box exercise.

SC stated that they are happy with the direction of travel on the plan.

## Item 8 SSE Plan

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Circulated as part of the papers.

SC informed that this term, the school has moved away from direct observations of staff unless they are subject to capability issues or they are new members of staff. As such, teaching staff will not be observed this year. The schools aim is to focus on the outcome of pupils. A lot of peer observations will take place outside formal process with links to teacher research groups and coaching.

Every member of staff will receive one to one's from their SLT lead on moderation of their work. As such, each colleague will discuss their class, their pupils, their impact and their progress directly with SLT.

SC suggested that this time of year is heavy with data analysis but it is crucial that the school gets it right.

SC stated that anecdotal evidence suggests that the school is seeing an improvement in its perception in the community.

SC stated that they are happy with the direction of travel on the plan.

#### **Item 9 Dashboard Review**

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B. Clark left the meeting.

SC took the decision that 30 minutes would be allocated to this task and that groups would feedback their headline points to K. Choudhary in note form;

- EYFS (B. Clark & L. Binks);
  - School is 72% on track for GLD. St Georges F1 compared with non-St Georges is 10% above GLD. This narrows throughout the year but still demonstrates impact of F1.
  - PP gap is still area of concern at 61% GLD but has vastly improved on last years which was 30%.
  - The school faces a challenge with boy's attainment levels when compared to girls - regardless of interventions put in place to raise attainment for boys. The gap currently stands at 30% and boys are below national average.
- KS1 (K. Wadcock & L. Horton);
  - Year 1 – percentage of pupils at ARE in reading, writing and maths is good
  - Year 1 – PP pupils make good progress
  - Year 2 – high percentage of pupils on target to reach ARE in reading and writing
  - Year 2 – maths is slightly off target however there are intervention strategies in place for identified pupils
  - Year 2 – Progress is good from EYFS to Year 2 particularly in reading
  - Year 2 – The school needs to focus on PP progress in maths
- KS2 (C. Scott & M. Chambers);
  - Year 3 – Good ARE scores
  - Year 3 – PP progress from end of KS1 is good
  - Year 3 – There is a notable difference between writing standards; 71 boys VS 47 girls
  - Year 3 – The school needs to focus on SEND attendance levels
  - Year 4 – PP progress is good – average 90%
  - Year 4 – Progress in individual subjects is good – average 92%
  - Year 4 – PP attainment is much lower than non-PP
  - Year 4 – Difference in gender achievement; especially in writing

- Year 5 & 6 (P. Dunning & G. Dunne);
  - Year 5 – Attendance is at good levels across all classes
  - Year 5 – Difference between PP and non-PP learners
  - Year 5 – Difference between Boys VS Girls combined attainment
  - Year 6 – Attendance is good across the board – above 95%
  - Year 6 – Combined attainment is 52% which is not brilliant however it was noted that this is better than same period last academic year.
  - Year 6 – Need to diminish difference between PP and non-PP

**Item 10 AOB**

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SLT stated that the school is full on F2 subscriptions which is a marked improvement on recent year's figures. SLT highlighted that the school could have been full last year however there was a mismanaged administrative process by the LA.

SC asked how F1 is looking?

**RESOLUTION:** The school has seen considerable improvement of the subscription numbers. At the moment the school is looking at a full class of 30 pupils for 30 hours. There are smaller numbers for separate morning and afternoon sessions however it was suggested that there is always a surge in numbers circa May. As such, numbers are looking very healthy.

**Item 11 Date and focus of next meeting**

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Wednesday 17<sup>th</sup> July 2019 @ 1:00pm

Meeting finished 3:00pm

Chair Signature

| Page | Item | Summary of actions from Standard Committee meeting  | Whom   | Date to be completed |
|------|------|---|--------|----------------------|
| 3    | 4    | <b>ACTION 1(04/19):</b> SC leads to feedback their observations from their learning walk/ teacher observations throughout the academic year at the next SC meeting. | ALL SC | JULY '19             |
|      |      |   |        |                      |
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