



Montalbo Vision is: To Endeavour, To Collaborate and be Inspired

Our children will experience an exciting, innovative and enjoyable learning environment. An engaging and varied curriculum which includes collaboration with local employers, academia, ambassadors and community groups will aid our children in becoming motivated members of society. Children will develop their skills and confidence working on their own, in pairs and groups using peer to peer feedback, self-marking and questioning. Respecting others' views, articulating their own and building resilience. Mental health and resilience are well supported. Staff will take part in continuing CPD to best support pupils. Children continue to feel safe and happy in school. School council support through whole school initiatives. A strong curriculum linked to universities, secondary schools, STEM / science ambassadors and the local economy will help build aspirations for all pupils. This is backed up by inspirational visits and visitors. Montalbo has excellent facilities and aims to improve its digital workspaces to inspire pupils and reduce the burden of marking for staff. The curriculum is expanded through opportunities to take part in art, drama and music workshops. Subject leaders undergo continuing CPD and set out a strong curriculum plan for each school year. Links to the local area are threaded through the curriculum to support visits and visitors which are sustainable and affordable

In an environment which is:

- Welcoming, inspiring, smart and well maintained.
- A place children feel safe and happy in school. School maintains a family feel in a growing school.
- Rich in ways to develop knowledge and skills, with a love of reading evident in all we do.
- The school is well led and financially strong.
- The school is inclusive, accessible to the wider community and develops strong community links.

We will achieve this by:

Sharing our vision throughout the school.

- Promoting Endeavour, Collaborate and Inspire in all we do
- Having a 'no passengers' approach
- Effective curriculum planning backed up by staff development.
- Developing leaders through continuing CPD.
- Development of middle leaders and succession planning.
- Specialist training will lead staff to roll out strong supporting programmes through whole school initiatives.
- Everyone working together with a shared vision, implementation of robust schemes which improve pupil outcomes.
- Use of robust data to target areas and pupils requiring extra support.
- The resilience of pupils and staff will be supported. School will continue to develop programmes to support mental health and reduce teacher workload.
- Inspiring pupils and raising aspirations through collaborative work.
- Celebration of achievements and feedback with praise.
- Making sustainable choices and ethical decisions
- Supporting other schools wherever possible sharing best practice

Montalbo Nursery and Primary School Strategic Plan 2022-2025

GOAL	Priorities for 2022/2023	Priorities for 2023/2024	Priorities for 2024/2025
CORPORATE SOCIAL RESPONSIBILITIES	<ul style="list-style-type: none"> • Install solar panels to help reduce school's carbon footprint and to reduce energy costs 	<ul style="list-style-type: none"> • Create opportunities for our families and support community initiatives to help with cost of living, such as clothes swap etc 	<ul style="list-style-type: none"> • Create opportunities for our families and support community initiatives to help with cost of living, such as clothes swap etc • Root and branch analysis of all school business, from ordering resources to energy efficiencies, to ensure carbon footprint is as low as possible and that eco is considered as a key decision making factor. See building and maintenance section



<p>OUTSTANDING TEACHING AND LEARNING</p>	<ul style="list-style-type: none"> • Improve reading fluency and comprehension • Develop an oracy framework and sequenced oracy curriculum • Support school leaders in other schools • Develop learn more, remember more through coherent approach to homework and flashback Fridays across school • Retain key staff and continue to improve classroom teaching. • Ensure staff have access to high quality CPD. 	<ul style="list-style-type: none"> • Support ECT to develop her practice • Monitor, refine curriculum in each subject area as appropriate • Research mental maths approaches to develop automaticity • Expand Nursery and Reception provision to create more opportunities and develop best practice 	<ul style="list-style-type: none"> • Create more opportunities for teaching staff to share and visit each other's classrooms • Implement mental maths approaches to develop automaticity • Expand Wellcom programme into Key Stage 1 • Research mental maths approaches to develop automaticity
<p>OUTSTANDING BEHAVIOUR AND ATTITUDE</p>	<ul style="list-style-type: none"> • Ensure attendance is as high as possible in all years and for specific groups of children • Maintain high levels of general behaviour • Maintain high levels of learning behaviour 	<ul style="list-style-type: none"> • Train on and follow latest guidance around promoting positive attendance • Support children with SEND with individual behaviour approaches • Reinforce learning behaviours and revisit 'drivers' and 'passengers' 	<ul style="list-style-type: none"> • Work with disadvantaged families to promote positive attendance. • Review and refine behaviour policy in light of best practice.
<p>OUTSTANDING PERSONAL DEVELOPMENT</p>	<ul style="list-style-type: none"> • Ensure RSE curriculum is continually reviewed. • Further develop enrichment activities with universities, businesses and other organisations to all skills and knowledge to grow further. <p>Develop community links eg. Voluntary work, making a difference.</p> <p>Continue to develop outdoor learning with links to PD</p>	<ul style="list-style-type: none"> • Develop music provision to provide greater range of choices for children • Take part in local initiatives eg Budding Botanists workshops to further children's knowledge of environmental issues. • Expand number of educational visits linked to topics 	<ul style="list-style-type: none"> • Further refine enrichment opportunities for children • Create regular opportunities for children to learn about different careers • Explore School of Sanctuary award • Develop community links eg. Voluntary work, making a difference.
<p>OUTSTANDING EARLY YEARS</p>	<ul style="list-style-type: none"> • Ensure children in early years develop their vocabulary through high quality interactions. • Evaluate impact of new EYFS curriculum. 	<ul style="list-style-type: none"> • Make plans to expand Nursery and Reception into additional rooms to enhance Teaching and Learning Opportunities • Train and monitor effectiveness of Wellcom program to improve Speech and Language 	<ul style="list-style-type: none"> • Train and work with larger EYFS team to ensure high quality interactions, consistent approach and progression • Monitor effectiveness of new provision



<p>OUTSTANDING LEADERSHIP</p>	<ul style="list-style-type: none"> • Support leadership in other schools • Continue to drive improvements using the most appropriate evidence-based research; trialling approaches; reviewing; adapting and implementing <ul style="list-style-type: none"> • Ensure governor skills are up to date with targeted training • Ensure governors are confident discussing curriculum intent, implementation and impact of curriculum • Governors to seek ways to reduce Teacher workload • Consider succession planning for different eventualities <ul style="list-style-type: none"> • Explore more fully diversifying or extending provision eg. 2 year olds/larger nursery • Ensure each monitoring governor completes at least 1 written report per year. • Consider other approaches to current leadership model in line with the Government White Paper. • . 	<ul style="list-style-type: none"> • Encourage staff to undertake NPQs to further their understanding • Work with colleagues from other settings and learn from each other • Take part in educational research to improve standards • 	<ul style="list-style-type: none"> • Support staff undertaking NPQs • Staff undertaking NPQs to bring new knowledge to staff team
<p>BUILDING AND PROPERTY MAINTENANCE</p>	<p>Ensure successful installation of solar panels</p> <ul style="list-style-type: none"> • Ensure nursery fascias and soffits, door widening is completed. <p>Improve access around nursery</p> <p>Strategic system in place for renewal of ICT stock.</p>	<p>Manage the smooth transition around school whilst Nursery roof is upgraded</p> <p>Replace older ICT stock on rolling programme</p> <p>Ensure site security is strengthened with the installation of CCTV and lockdown alarm</p> <p>Develop copse area to promote outdoor education</p>	<p>Consider purchasing additional solar panels and batteries.</p> <ul style="list-style-type: none"> • Explore use of car park by external visitors on weekend/holidays • Explore EV chargers