



Leadership and Management – Priority 1

- **To further develop performance management at Oakridge, establishing a process which works for the whole team in order that we become a more impactful school through values led practice and professional development (i.e. Performance Management)**

Activity and proposed action	Who	When	Success Criteria
1. All staff Identify natural work activities which generate development opportunities and evidence of improved or consistent performance to the required standard.	All staff	Oct 2020	<ul style="list-style-type: none"> • All staff have objectives set which meet the required standards and also which support the values of the school • All work to same standards and behaviours All objectives set are directly attributable to the individual and that are within their control, closely tied to actionable behaviours and that are aspirational yet achievable
2. In respect of TA's there is informal day to day management by 'partner' (class teacher) and there is regular dialogue and feedback between staff and testimonial evidence is routinely gathered	Teaching staff	On going	<ul style="list-style-type: none"> • Staff capture development work and feedback regularly
3. All staff complete two impact cycles during the year which are evidence based and shared with other members of staff.	All staff	Sept 28 th 2020 – Dec 20 Jan 18 th 2021 – March 2021	<ul style="list-style-type: none"> • All staff have completed two research based projects based on VL. They have set the question they wish to research, gather baseline evidence, produce action plan and evaluate impact. • Projects are evaluated and presented to all staff twice a year.



Leadership and Management – Priority 2

- **To further develop the impact of Subject Leaders on the curriculum ensuring the intent for their subject is effectively implemented with impact**

Activity and proposed action	Who	When	Success Criteria
1. All Subject Leaders effectively monitor their subject each week	SL's	Weekly during PE sessions	<ul style="list-style-type: none"> • All Subject Leaders can talk knowledgably about their subject and can answer all of the ML questions precisely and this is backed up by evidence.
2. All Subject Leaders develop the subject and pedagogical knowledge for their area of responsibility <ul style="list-style-type: none"> • Planning meetings • Staff meetings • Allocation of resources • Specific PD activities 	SLs	Termly planning meetings Termly staff meetings Termly As appropriate	<ul style="list-style-type: none"> • Subject Leaders have complete ownership of their subject • All SL's have evaluated the strengths and areas of development in their subject in order that they plan appropriate PD for staff. • Staff have received effective and meaningful PD in subjects across the curriculum. (Termly updates for Maths Lit Eyrs SEN) • Subjects have appropriate resources to teach the curriculum.