



## **Drumbeat School & ASD Service**

### **School Development Plan 2021-2022**

Updated Sept 2021

## **Our vision and values**

### **Drumbeat vision**

At Drumbeat we do things the 'Drumbeat Way'. Children get more than education, they get a chance to improve their life.

Opportunities to travel, get involved with the community, do charity work and progress to college mean we aim high for every child in our care.

We want to open doors so that their lives have more choice. This takes patience and resilience but our promise is that we will support and help you to find a way through.

We will make sure that all teaching is excellent so that your child will make exceptional progress.

We will build a collection of amazing experiences where learning is fun and relevant to all needs.

### **Drumbeat values**

Excellence, Resilience, Challenge, Success, Independence

## **Overview of general success measures 2020-2021**

1. All teaching, learning and assessment will be excellent within the context of COVID.
2. Our students will continue to thrive as a result of their learning experience and the strong relationships with staff. The recovery curriculum will enable them to thrive in challenging times.
3. Our teaching and learning strategies will be developed by high quality, evidence-based CPD that helps us recruit and retain the very best teachers.
4. We will have a school where our values permeate everything we do
5. We will have an ASD service that provides the best support that there can be for families of ASD children throughout Lewisham.

## **The School's Self Evaluation Cycle**

### **September/October**

Progress analysis and action plans  
Evaluate SDP success criteria  
Performance Development Cycle ends/begins  
Safeguarding  
External QA visit. Revised SDP published.

### **November/December**

Implementation of SDP and SEF  
Developmental activity

### **January – March**

Whole school planning and consultation

**June**

PP Report  
Safeguarding

**On-going Self – Evaluation**

Department, Key Stage, Whole School underpinned by the up-dating of all action plans, SDP and SEF and all LM and SLT meetings.  
All self-evaluation informs the fiscal year SDP.

**Governors' Monitoring Cycle****September Meeting**

Budget  
Safeguarding  
Recovery plans

**December Meeting**

UPS and PD review  
SDP/SEF  
Data analysis

**February Meeting**

Staffing  
Budget  
Whole school planning and consultation.

**June Meeting**

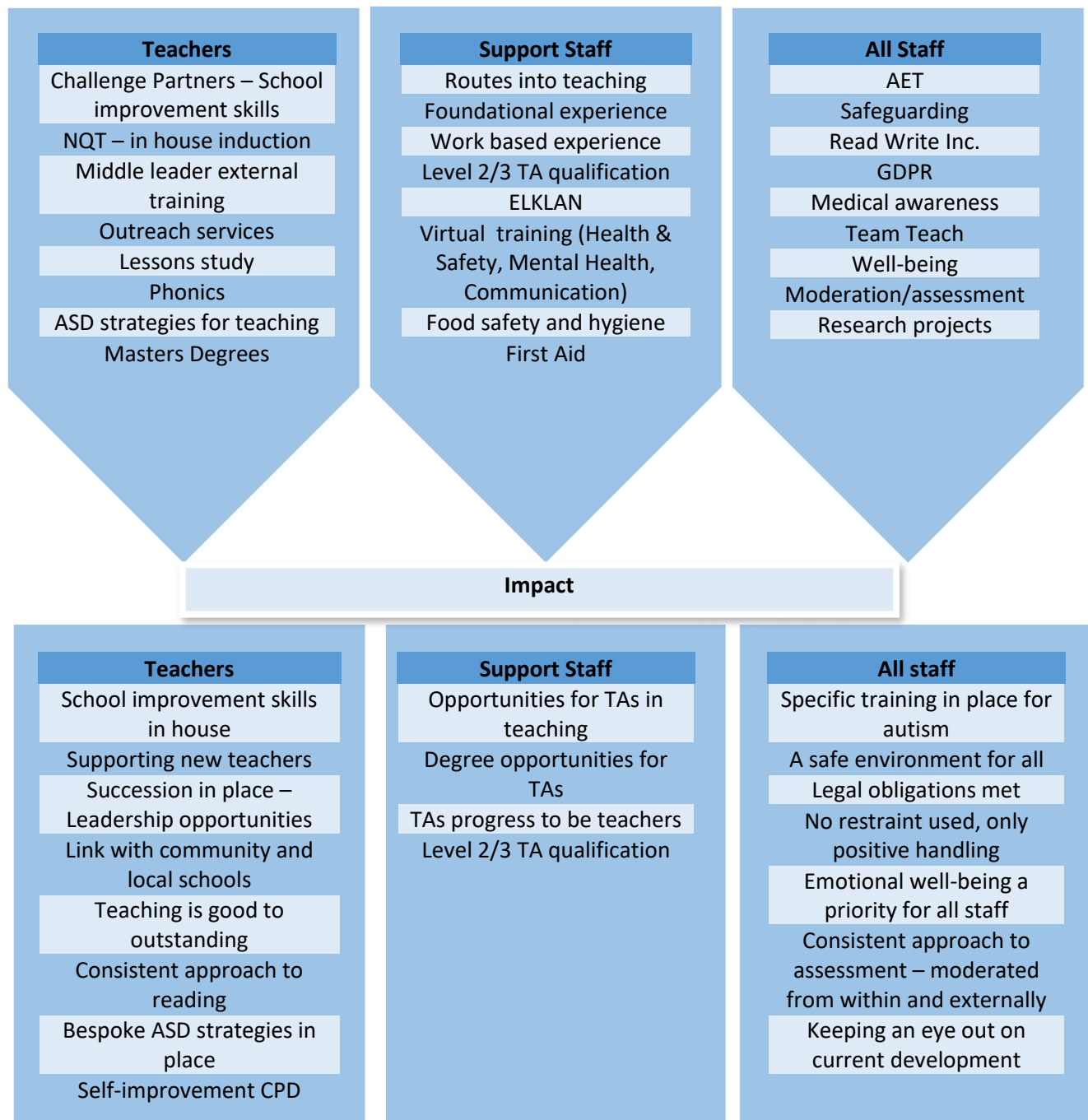
Staffing  
Review pay policy  
Safeguarding  
PP Report  
External QA report

On-going through work of the committees monitoring SDP strands for teaching and learning and leadership.

Policy review cycle across committees.

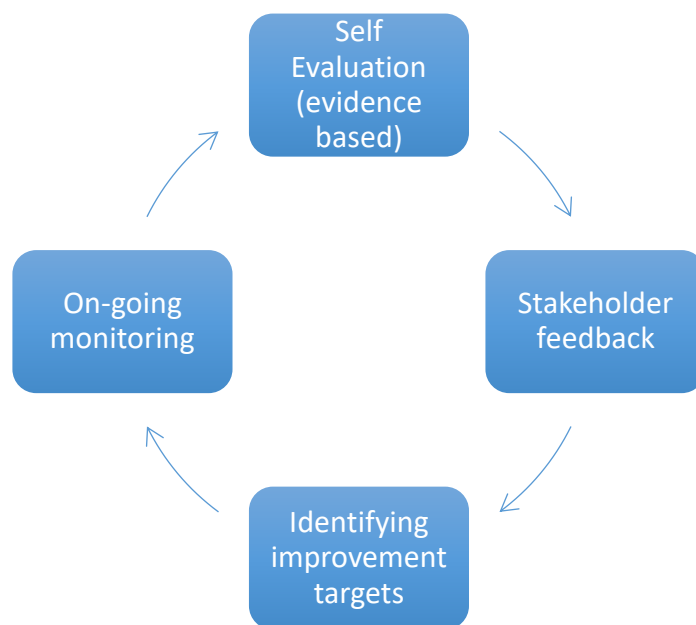
The work of the school is supported by governor visits and reviews.

## CPD



### School Improvement Planning is determined by a number of factors:

- Robust and effective School Self Evaluation
- Internal stakeholders views i.e. staff, parents/carers, governors and pupils
- External stakeholders views i.e. Local Authority, Challenge Partners, Ofsted, Investors in People



In order to constantly set a culture of high standards and pupil outcomes, the school must reflect and evaluate. Through a process of evidence-based Self Evaluation, Drumbeat views itself as an exceptional School. This is in line with both internal and external Quality Assurance.

### School Improvement Glossary

- **Learning walks** – a way of sharing good practice and supporting the development of teaching and learning related to a particular focus. The ‘walkers’ might include teachers from a particular key stage, senior managers, Governors or staff from other schools.
- **Lesson study** – a form of classroom inquiry in which several teachers collaboratively plan, teach, observe, revise and share the results of a class lesson.
- **Recovery curriculum** – curriculum created to address COVID-19 with an emphasis on emotional well-being.
- **Moderation** – the process of making sure there is a consistent approach to assessment. Samples of levels are taken and compared across the school by SLT and other special schools.
- **Book looks** – once every term books are samples by SLT to monitor through a checklist of key priorities. Feedback is given to all staff with strengths and targets.

- **EHCPs** – the Health and Care Plan that all our students have. They contain the targets and strategies to support their learning needs.
- **Personalised plans** – are the students' personal plan with targets for learning and holistic needs.







TEACHING & LEARNING DEVELOPMENT STRAND TLD S3: To provide colleagues with the best possible professional development Link SEF: Quality of Teaching and Learning and Assessment						
Actions to achieve TLD S3	Person(s) responsible	Resources and costs	Key review dates	Monitoring Person and Method	Success Criteria/Evidence	Notes on Progress
<p>To continue a teacher led CPD program to meet the teachers' &amp; TAs' developmental needs.</p> <p>To link all training to an evidence based professional development programme that has at its core teaching and learning in the school.</p>	SLT	Funding	Jan 22 Jul 22	SLT Governors standards committee	<ul style="list-style-type: none"> <li>Expert staff have led CPD successfully.</li> <li>Impact of CPD evidenced in classroom.</li> <li>Sharing of best practice.</li> <li>Impact of COVID blended into CPD needs.</li> </ul>	<p><b>April 2021</b></p> <p>Survey of CPD needs of staff incorporated into forward planning for CPD</p>
To refine CPD so that the processes are consistently good and focus on the impact of the quality of teaching and learning and autism in education excellent practice.	SLT	Training	Jan 22 Jul 22	EHT	<ul style="list-style-type: none"> <li>NQT support and mentoring is high quality leading to great teaching.</li> </ul>	<p><b>April 2021</b></p> <p>Induction process refined for new staff and NQTs.</p>
To move teaching from good to excellent through peer collaboration.	SLT	Training		EHT	<ul style="list-style-type: none"> <li>Teaching practices are excellent.</li> </ul>	<p><b>June 2021</b></p> <p>Throughout lockdown all teachers had half day for planning and communication with parents.</p>
To develop the collaborative approach.	SLT	Training Time	Jul 22	SLT	<ul style="list-style-type: none"> <li>Special school meetings productive.</li> <li>Evaluation of assessment in place.</li> <li>Sharing of training and ideas across boroughs and nationally.</li> <li>Strong collaborative relationships with classes and key stages.</li> </ul>	<p><b>June 2021</b></p> <p>CP meetings on 2 weekly cycle as well as Lewisham Special Schools.</p>
To further develop CPD for non-teaching staff.	SLT	Funding	Jul 22	SLT	<ul style="list-style-type: none"> <li>Non-teaching staff have career pathways in education.</li> </ul>	<p><b>June 2021</b></p> <p>Offer of further education taken by several TAs to progress to teaching.</p>

**Evaluation arrangements:**

- GB meetings
- EHT reports to GB
- SLT evaluations and department reviews
- NQT reports
- Assessment information

**STRAND TLD S4: To ensure communication systems are used consistently and effectively across all settings and contexts (school, LOTC, in and out of class, home)****Link SEF: Personal Development & Welfare**

<b>Actions to achieve TLD S4</b>	<b>Person(s) responsible</b>	<b>Resources and costs</b>	<b>Key review dates</b>	<b>Monitoring Person and Method</b>	<b>Success Criteria/Evidence</b>	<b>Notes on Progress</b>
Audit of communication systems to include outside of classroom.	AHTs	Scheduled review	Jul 22	EHT	<ul style="list-style-type: none"> <li>• Communication systems are used effectively and consistently in all settings and contexts.</li> </ul>	
Parents workshops to improve the use of communication systems at home.	DHTs AHTs	Training	Jul 22	KD	<ul style="list-style-type: none"> <li>• Parents feel more confident about the use of communication systems.</li> </ul>	<b>June 2021</b> Throughout lockdown iPads were provided for all families.
Create a culture of using communication systems so they are part of the school day.	All staff	Training	Jan 22 Jul 22	AHTs	<ul style="list-style-type: none"> <li>• Communication embedded into school day.</li> </ul>	<b>June 2021</b> Regular communication continues with parents post lockdown.

**Evaluation arrangements:**

- GB / SLT / LW / External views



