



PEN-Y-CWM SPECIAL SCHOOL

SCHOOL DEVELOPMENT PLAN 2022 -2023

PRIORITY TARGET 1: ALN Code Implementation

- Appoint new ALNCO
- Ensure full compliance with all requirements
- Maintain high quality documentation for all

ACTIONS	SUCCESS CRITERIA	FINANCE	ACTION BY	INTERIM DATES	REVIEW
Continue process of leading school based and cluster level ALN transformation by engaging in SEWC ALN Transformation programme.	LA and external school support provided. SB to hand over link to ALNCo.	Staff release cost where appropriate.	SB ALNCo	May 2022	October 2022
“To increase participation of children.” ALN Aim 4. Evaluate paperwork to gain data of pupil attendance at meetings.	Targeted changes to Person Centered Planning (PCP) approach across PYC that enhances the experience and standards achieved by learners. SLO, ALNCO facilitate learner attendance wherever possible.		SLO, ALNCo		January 2022
Permission sought and granted for adaptation to LA pupil survey to be completed as part of PCP review.	Document successfully adapted.	Release time for ALNCo	ALNCo	May 2022	July 2022
Staff Training – Following on from Hwb in-house and WG training. ALNCo deliver regular	All staff to be familiar with content of IDP.	N/A	MT (SLO) ALNCo IPS Team	September 2022	April 2023

briefings to maintain profile of work. Links with IPS maintained for sharing of good practice.	School IDP documents regularly updated as requested by SLO and ALNCo Clear links between, IDP, 1PP, IEP, Learning Journey, Pupil Voice.				
Governor Training – Hwb (sent to all governors with username and password reminders for Hwb access) Attendance at Governor meetings to deliver updates.	Completion of training by governors. Scheduled annual update to Governors.	N/A	Organised by HT	Set annual programme	April 2023
Further consultation with pupils, where appropriate, for pupil voice activity.	Pupil Voice - Phase 2 – pupil participation identified following negotiation with teachers)	N/A	All Teaching Staff.		October 2022
ALNCO – attend cluster, LA meetings and ALN Conference.	Keeping abreast of latest guidance on ALN Code.	N/A	ALNCo		Ongoing
Under latest WG Guidance – extension of timeframe for moving Statements of Educational Need to IDP to July 2023.	Using year plan of Annual reviews, identify priority list for conversion of documents. Agree with SLT target number to be completed per half term as rolling programme.		ALNCo with SLO		July 2023
Re-establish face-to-face PCP meetings when safe to do so.	Encourage increased participation in PCP process by professionals, learners and parents.		ALNCo and SLO		Ongoing

PRIORITY TARGET 2: Curriculum

- Continue PyC specific Curriculum development
- Ensure representation and input from all stakeholders
- Develop HLTA led non-core teams

ACTIONS	SUCCESS CRITERIA	FINANCE	ACTION BY	INTERIM DATES	REVIEW
AOLE teams to further collate resources and develop SOW. Staff to target number of resources/links or research across the year to add.	Increased resources shared within Teams Professional Network. Increased links with external providers.	N/A	Pupils		April 2023
Gather the learning journey identified. AOLE teams to develop a portfolio of evidence of levelled work. Incorporate into the curriculum journey folder (identified in Estyn documentation)	Through Seesaw scrutiny AOLE teams create exemplar documentation of levelled work within AOLE.	N/A	TER	Included in Year plan for 2022-23 in July 2022	April 2023
Wider curriculum teams developed with a link HLTA. Additional action plans developed by teams for: Move, Behaviour etc	Eg. Target behaviour team work with PHP updates monitored by HLTA. Time allotted for this work. TA team linked to collaborate within the area, team meetings incorporated into year plan. Similar format for specialism areas of other HLTA staff.	Accommodation made within staff timetables. ESLT link person to lead.	All TAs targeted across school to be included in a Team.	September 2022	Groups established by April 2023
AOLE teams to target briefings and training opportunities to share knowledge and skills.	All teachers to be offered opportunity for leading briefings, twilight or INSET slot for sharing knowledge.	N/A	TER discussions with all teachers.	PM reviews July 2022	Academic year 2022-23
Enhance opportunities for Thematic Development Days within all AOLE areas.	Opportunities to incorporate theme days piloted by ICT and Computing leads this academic year. This to be signposted in year plan.	N/A	Teachers in negotiation with DHT.	July 2022 for additions	Academic year 2022-23

PRIORITY TARGET 3: School as a Learning Organisation

- Review and revisit school vision and SLO Survey
- Make links between professional standards and SLO survey at individual staff level
- Support and develop innovation and collaboration through internal and external networks

ACTIONS	SUCCESS CRITERIA	FINANCE	ACTION BY	INTERIM DATES	REVIEW
PM and PR for all staff current paperwork embedded. Year plan indicated timescale and process, paperwork reflects expectations.	Development of innovation, collaboration and leadership within targets, reference made to SLO.	N/A	TER, ESLT	June/July 2022	April 20223
Review of school vision statement. Whole stakeholder involvement.	Updated vision, all staff on board with direction and purpose, increased profile and buy-in from stakeholders.	N/A	New HT All staff		September 2022
Following previous goal: Consideration of opportunity for prof standards development within Innovation, Collaboration etc Staff to target dissemination of knowledge from external networks.	TEAMS for Professional development and leadership established – increased use. Matching resource against AOLE. Exemplar of use and levelling.	N/A	All teachers	May 2022	April 2023
SLO survey completed for third time, following the vision collaboration session.	Completed survey and results downloaded, use data to target further improvement for next SDP.	N/A	SMH HT	Sept 2022 Review Oct 2022 (Possible changes or additional action plan)	April 2023
Given changes of staff – ensure improved induction process, monitored by Admin, following process set out by DHT.	Date for follow-ups targeted. All new staff complete targeted training within timescale set out. All ESLT and admin staff	N/A	ESLT and Admin	May 2022	April 2023

	complete set tasks in timely manner.				
Make available and encourage participation in Middle leader courses from regionally and nationally.	Successful completion of externally accredited courses by future middle leaders. Staff requests via PM have all been sent links for application.	Costs identified as per course uptake where appropriate.	Monitored by PL Lead	Regular updates in ESLT	Ongoing
Practitioner research/ Professional enquiry completed in phases through collaboration: Phase leads to target specific area of research.	Evidence shared in TEAMS. Feedback in briefing and meetings. Impact statement/ case study evidence provided.	Specific purchases on request.	Driven by phase leads.	Sept 2022	April 2023
Staff library continues to be extended and used. Move to staff room for increased access.	Where appropriate staff use books or articles shared here to inform knowledge, research and collaboration.	Purchase requests made by staff.	All staff		Ongoing
External collaboration in a variety of contexts: <ul style="list-style-type: none"> • Investors in Family • RSSA • TIS Award • WG/EAS working groups • Regional ALN Code project • School Council • Host external professionals • Team Teach • Moderation • IPS Team 	Successful acquisition of accreditation. Centre of excellence for elements within LA and region, expertise shared widely.	As appropriate on request eg Assessment costs.	Staff at all levels involved!		Review annually within SSE. Every three years for LA SLA.

Overarching SDP – will incorporate subset plans developed by HLTA, AOLE leads etc. This plan also allows for flexibility and further development under new HT in September 2022.