
Operation:
OUTSTANDING



September 2015

Why do we need to be outstanding?

We don't *need* to be outstanding. As a school we want to be outstanding! Not for an OFSTED grade (even though that would be nice!) but because we want the children to get the absolute best from this school. Some people are a little cynical of the OFSTED inspection process, which I totally understand. This document is about more than an inspection grading, it's about setting the school's vision to move forward, improve and develop, ensuring the best possible provision for our children. From a parent's point of view, my guess is that you want your child to be safe, happy and to learn well at school. Regardless of the label that we add to this – we as school want the same things too!

Although it was nice to be graded good, in our last inspection, we all agree it was purely confirmation that we were actually offering something better to the children than we did before and that we were moving in the right direction. There may be a number of parents that are cynical of the whole OFSTED process and so although this information has been named 'Operation Outstanding', its main aim is to highlight to parents, that we have looked at schools that are being very successful and we are continuing to work in order to give your children the absolute best education. Regardless of what name we give it – it's about making sure your child gets the best possible start.

The work and the ideas set out in this document, may not lead to outstanding OFSTED grading but if they lead us to making this school even better, then it has done its job!

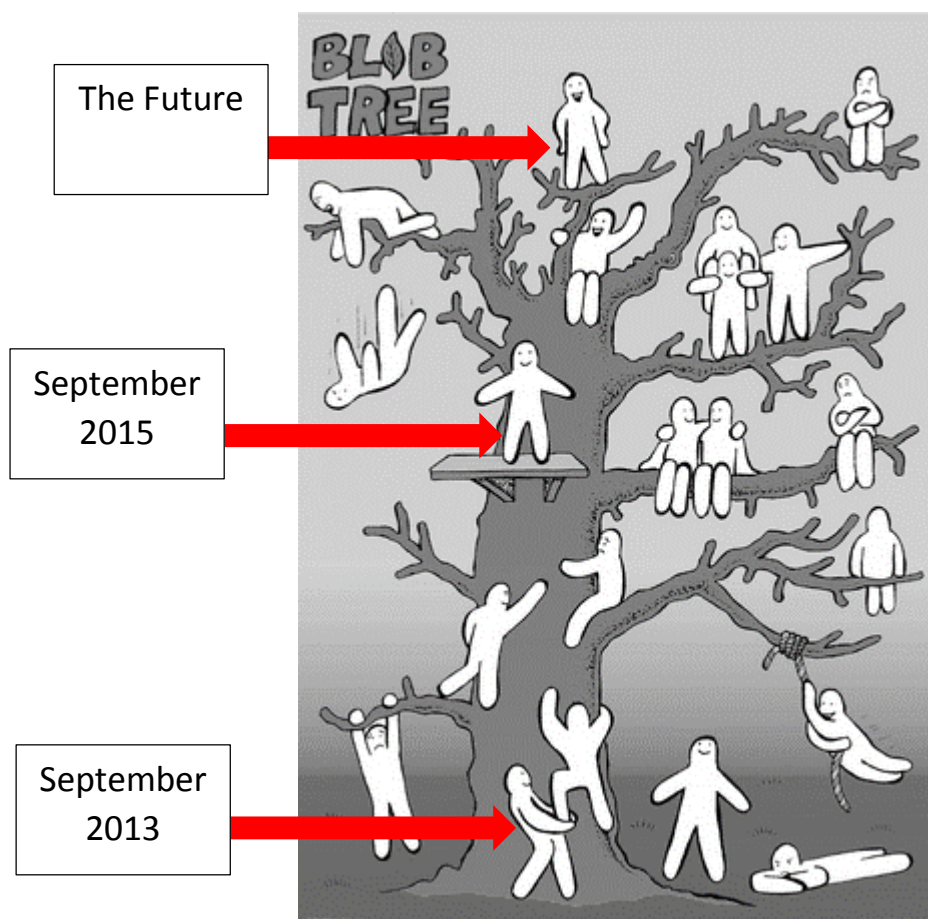
What makes an outstanding school?

Having visited a number of outstanding schools, I made a list of the things that these schools did particularly well. Some of the things I've listed, we are already working on or have already been established in the school. The most overwhelmingly obvious trait of the schools I visited was that intention and the quest of where it was heading was clear to all members of the school community. Everyone was aware of the school's ambition to move forward. This is the reason for this document being produced.

1. The schools I visited were consistently strong across the whole school. The standards and expectations in one class were as good as the standards and expectations in the other classes. Routines across the school were also very consistent. Every child, regardless of what class they were in, got the same deal!
2. Despite being outstanding, the schools continued to look for ways to improve and develop. There was a sense that even though they were doing things well, things could always be done better.
3. Pupils well-being and personal development were as important as the academic achievements
4. Leadership tasks were spread across the leadership team and roles and responsibilities of each senior leader were clearly set out.
5. Intervention groups, both inside and outside the classrooms, were focused, well planned and monitored very closely to check that they being as effective as possible.
6. The schools achieved strong results all the time, in every year group over a period of time.
7. Money and time was invested in improving the teachers skill set. Professional development for teachers didn't happen by accident, it was planned and focused.
8. Children in the school were proactive in their learning. They were resilient, able to cope with knocks and understand how to behave in different situations.
9. The schools had a very clear ethos and values they believed in. These fed through the whole school. The schools' expectations were extremely high and the Headteacher, staff, parents and pupils did not move away from this.
10. Teaching was good but a lot of it was outstanding. All children did really well in virtually every lesson.
11. Some schools helped pupils reach their full potential by coaching.
12. All children were challenged and felt like they were being challenged no matter at what level they were working.

What has the school done so far?

Since the previous inspection, the school has taken on board the observations made in the report and informal comments made by the inspectors. These were used to create action plans which were put in place from January through to June. The aim? The school was aiming to ensure that all areas were solid good (making sure the changes implemented since September 2013 were fully embedded) before starting to look for ways for it to improve further. The tree below shows where the school feels it is currently in its journey.



What is Operation Outstanding?

Operation Outstanding is everything the school is putting in place to make the school even better and event stronger. The following elements all feed in to Operation Outstanding:

- ✓ The School Vision
- ✓ 2 year School Development Plan
- ✓ Teacher Performance Management
- ✓ T.A. Performance Management
- ✓ The school budget
- ✓ The school training and CPD programme

What do we need to do next?

Some of things that were spotted in these outstanding schools we are already working on, or at least starting. Based on the elements spotted, as a school, we as a school need to:

- Increase the amount of lessons in which teaching and learning are at least “good”; improve teachers’ skills in questioning and other assessment strategies, and make sure **all** children are challenged in **all** lessons. [SCHOOL DEVELOPMENT PLAN – OBJECTIVE 1 & 2](#)
- Make teaching and learning more consistent across the school by making sure teachers who teach well share their practice and expertise [SCHOOL DEVELOPMENT PLAN – OBJECTIVE 2](#)
- Make sure teachers are planning for children to have more involvement in their learning [SCHOOL DEVELOPMENT PLAN – OBJECTIVE 4](#)
- Make sure that children know what they must do to improve in their lessons, give good feedback [In place – needs developing](#)
- Ensure the monitoring and evaluation of students’ personal development is used to check the impact of the school’s work and refine it further. [New T.A. responsibilities](#)
- Improve connections between the governing body and the senior leadership team. [In place – needs developing](#). [SCHOOL DEVELOPMENT PLAN – OBJECTIVE 7](#)
- Improve the subject managers in the school [SCHOOL DEVELOPMENT PLAN – OBJECTIVE 6](#)
- Improve performance management of Teachers and Teaching Assistants and provide greater quality training and INSET [SCHOOL DEVELOPMENT PLAN – OBJECTIVE 2](#)

So... what does this actually mean to me?

As a parent, the inner workings and plans the school has is not something you would normally have an insight in to. From the outside, you may only see subtle changes but hopefully you should, as a parent, notice the following:

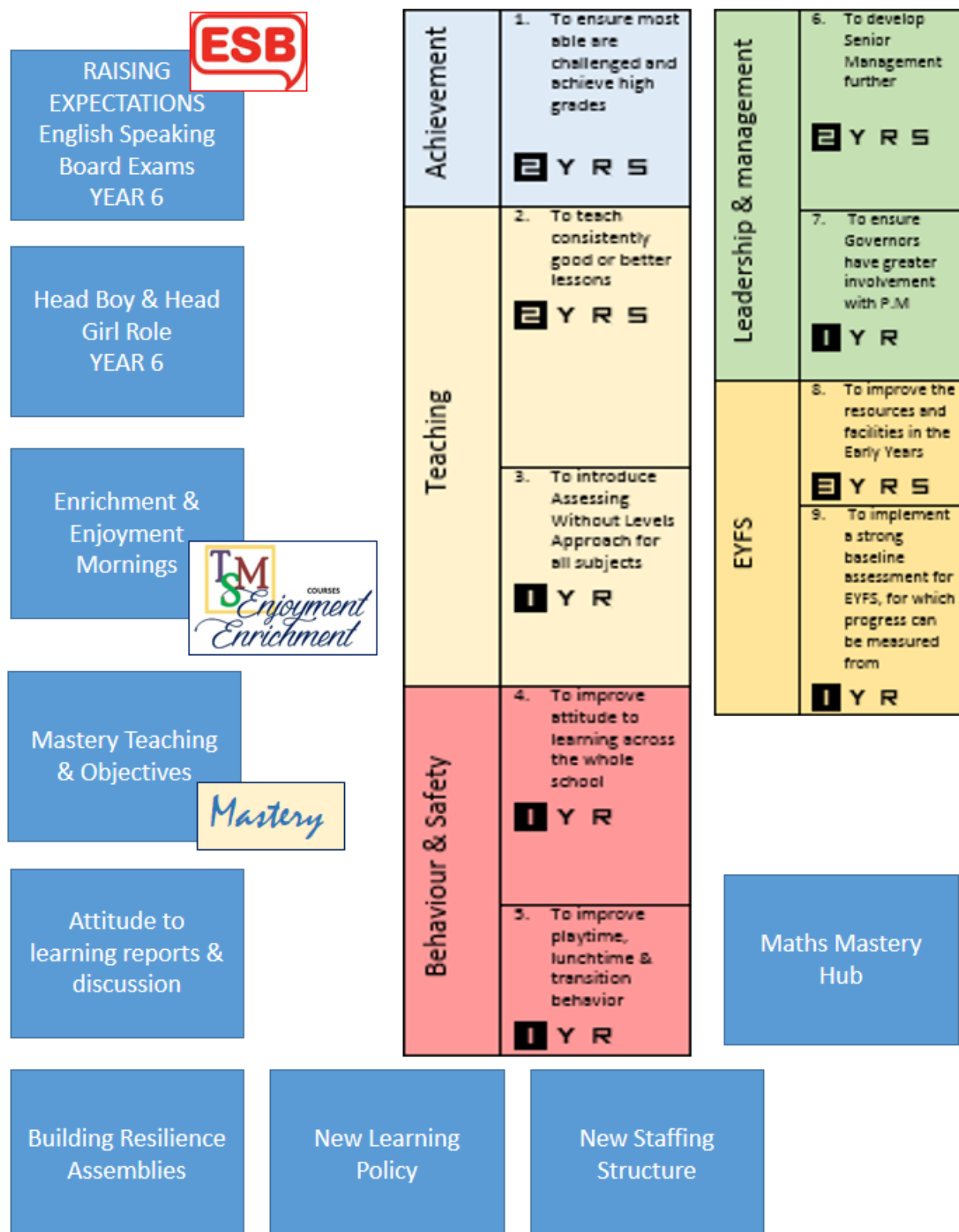
- ✓ Your child enjoys coming to school more
- ✓ You start to see that messages and expectations are consistent across the whole school
- ✓ Your child makes solid progress (which will be noticeable in their exercise books)
- ✓ Your child is more focused on learning, more inquisitive and wants to learn more and more.

Basically, you should continue to see that standards here are continuing to get better and that means your child is getting better teaching and a better chance to develop and grow.

We would ask that you support the school during this time by ensuring your child completes their homework, attends regularly and that parents support decisions made by the teachers and other members of staff.

Elements of Operation Outstanding

School Development Plan



The TSM Vision

At Trimley St Martin Primary School our vision is simple- we want everyone learning! We spend a lot of time encouraging the children to learn, but we want everyone in the TSM community to learn more and more each day. We want our teachers to learn and improve their subject knowledge to teach even better lessons, we want support staff to develop their skills and understanding of the children they support in order to really make a difference and we want out parents to feel skilled enough to support and encourage their children at home. We feel that everyone should be given the opportunity to grow and develop. That is exactly where the school is currently... it is developing and improving and even when we reach our goal... we are going to keep striving for more!

So... three key points form our vision...

Everybody learning

- Shape **attitudes**
- Encourage all to have **dreams and aspirations!**
- Equip with **basic skills**

Shape attitude– we want children to love school and love learning new skills and increasing their knowledge about the world around them. We want them to be resilient and prepared for the tough world and to give them the strength of character to pick themselves up, dust themselves off and strive to be better every day. We want children to understand that to be a good learner isn't just about recalling your times tables or working at national expectation, its much more than that!

Encourage all to have dreams and aspirations – we want our children at Trimley St Martin to aspire to greater things, to aim high and work hard. We want them to be the best they can be!

And finally, equip our children with the basic skills that they need to succeed in life and at secondary school. If our children can read well, communicate effectively and calculate effectively then the sky is the limit!

This all links to the Trimley class values...

"I have the power to be..."