

Development Priority	Lead	Key Actions	Intended Impact/ Outcomes	Monitoring	Evaluation
1.1 Provide opportunities for teaching staff to share good practice and ensure consistency of provision.	CD/DC	<p>Teachers use some of PPA time to informally observe other teachers.</p> <p>Performance management meeting with targets focused around work with TAs and work with PP/SEND children.</p> <p>Share ideas for working effectively with TAs regularly in staff meetings and phase meetings, as well as approaches for SEND and PP children.</p> <p>Senior management to review planning, books and data as phases across the Federation. Phase Leaders feeding back to teachers with strengths and development points.</p>	<p>Teachers have greater confidence in working with their TAs and setting work / intervention programmes for them.</p> <p>Teachers have greater confidence in strategies for PP and SEND children.</p> <p>Teachers are confident to review and adapt teaching and interventions regularly if the intended impact is not shown.</p>	<p>Frequent SM meetings to review books, data and planning, fed back in half-termly phase meetings.</p> <p>Discussions with Phase Leaders and in staff meeting time.</p> <p>Performance Management observations (Spring), with focus on TAs / SEND and PP children.</p>	
1.2 Develop the work of our TAs to ensure the best possible outcomes for children.	HB/CA	<p>Staff meeting time to consider use of interventions with pupils, how and when TAs will deliver these and feedback as part of the Assess, Plan, Do Review cycle. TAs will be required to complete weekly intervention sheets to record progress of individuals.</p> <p>Plan and deliver half termly training for TAs on various themes, e.g. reading, effective questioning, SEND data and pupil progress.</p>	<p>Improved pupil outcomes as a result of targeted interventions which are regularly reviewed and adapted as appropriate to meet pupil need.</p> <p>Improved pupil outcomes through increased knowledge with regard to best practice and the TA role within the Assess, Plan, Do, Review cycle.</p>	<p>Performance Management target setting and review.</p> <p>Audit of SEND file by HB/CA.</p> <p>TA feedback monitored by HB/CA.</p> <p>Staff meeting time to discuss impact of TA training.</p>	