

Teaching Schools Leicestershire

East Midlands Challenge Project Tackling disadvantage and closing the achievement gap

Case Study – Performance Management and PP

Summary

As part of our commitment to improve standards for PP children at Broom Leys, all staff was given a target related to PP children as part of their Performance Management.

Name of school

Broom Leys Primary School

Brief description of what the case study is about

Progress and attainment of disadvantaged (Pupil Premium in particular) pupils, was made a target for all staff members' Performance Management. This was to raise standards as the gap between them and all pupils nationally was significantly wider than the national gap. This has had a positive impact over the past 2 years and is expected to continue this year.

Why did this work take place?

Our PP children were not performing as well compared to all pupils and were highlighted as a vulnerable group in 2013. The gap between the PP children and all children in Reading, Writing and Mathematics was significant in both in-school data and when compared nationally.

Description of the work undertaken

The profile of these pupils was raised with all staff and data shared. All staff, from SLT to LSAs were given the same target for their Performance Management in 2014:

For all pupils who are entitled to Pupil Premium Funding to make good or better progress (4+ APS) in English (Reading and Writing) and Mathematics.

Staff were supported throughout the year and evidence was collected in a variety of ways including:

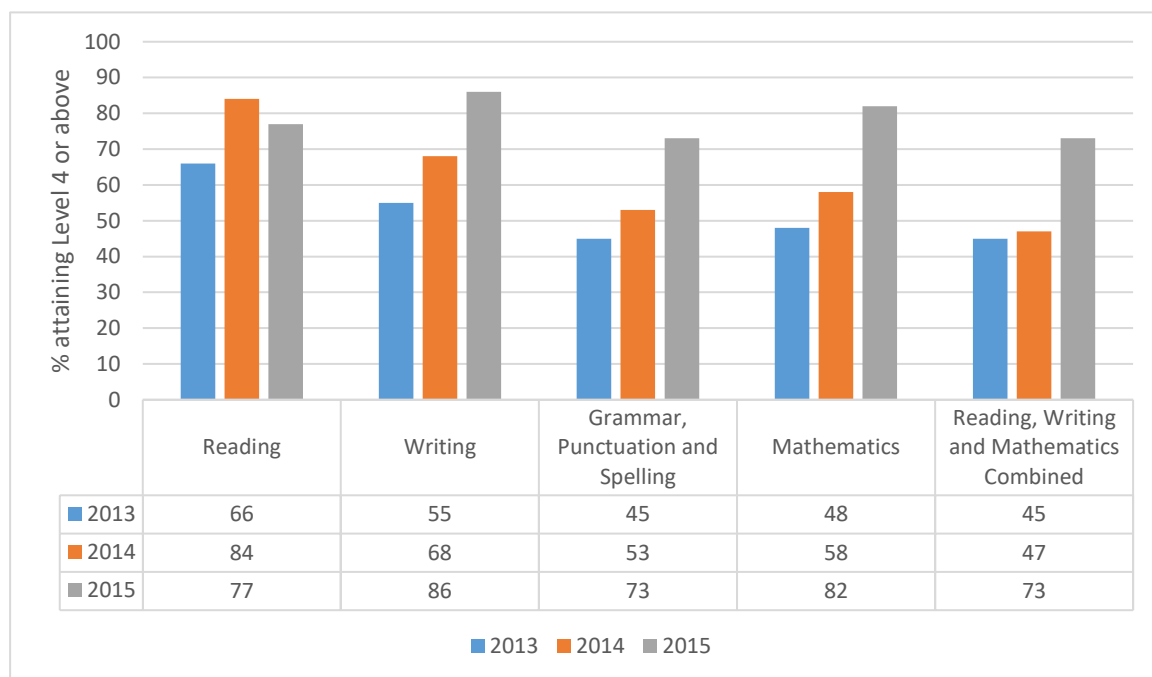
- Layered Target reviews
- Pupil Progress Meetings
- Moderations
- Work Scrutinies
- Evidence of accurate assessments
- Evidence of use of prior assessment to inform planning and level of challenge.
- Pupil interviews
- Evidence of effective Marking and Feedback (and its impact)
- 'I Can' attitude in class
- Lesson Observations
- Evidence of interventions and their impact.

All interventions used are monitored and analysed robustly to measure impact. When they are not working – change them. Make clear links between all interventions and assessment so that staff are clear about the ‘how’ and ‘why’.

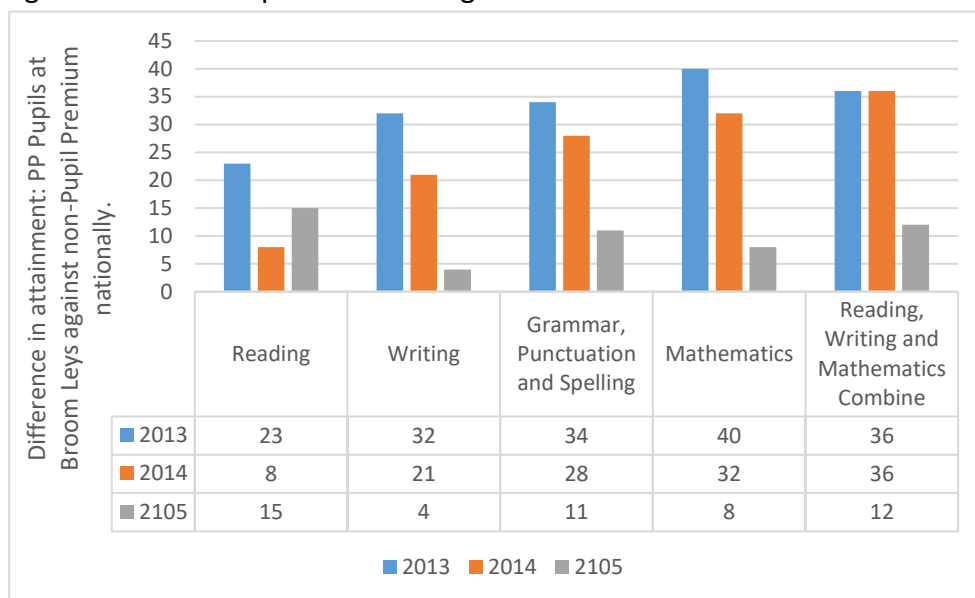
Impact of this work

This has been repeated for the last 3 years. Raising the profile of this group in such a whole school approach has had desired significant impact.

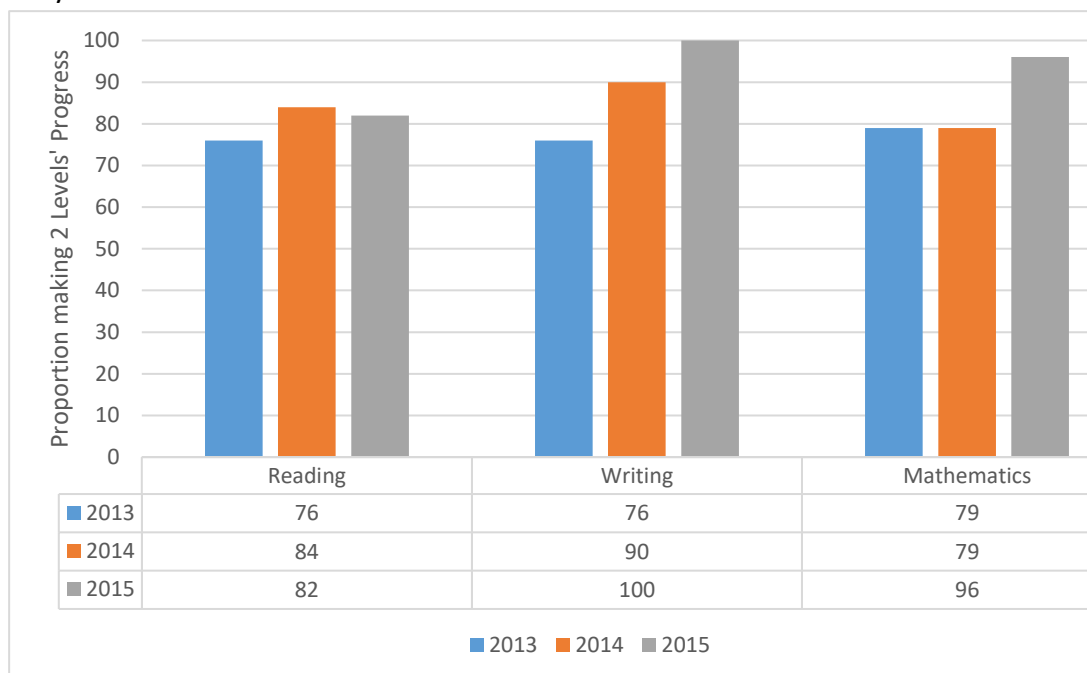
- OfSTED (Sept. 2014) recognised that ‘pupils for whom the school receives additional funding make good progress.’ The inspecting team reported that ‘until this year, there was a significant gap between the attainment of pupils supported through the pupil premium funding and their classmates Teachers have ensured that in 2014 the gap has narrowed considerably and younger eligible pupils are doing even better, especially in reading.’
- End of Key Stage 2 tests (SATs) showed that the proportion of pupils achieving the expected level (Level 4) has improved year on year, with the exception of a slight downturn in Reading in 2015:



- The gap in attainment between pupils eligible for Pupil Premium Funding and other pupils (i.e. those not eligible for PP) nationally has narrowed significantly, again with the exception of Reading in 2015:



- Pupils eligible for Pupil Premium Funding are making better progress now than they were in 2013 or 2014:



(Pupils eligible for Pupil Premium Funding at Broom Leys made better progress than other pupils nationally in both Writing and Mathematics)

Key learning points

This needs to be a whole school approach. In doing this, the staff feel that it is important and are more willing to work together collaboratively towards a successful end.

Monitor and robustly analyse all interventions for impact and respond accordingly to their success.

Next Steps

Continue to focus on all disadvantaged pupils in the same manner.

Recommendations to other schools

- Include regular monitoring and support.
- When something is targeted as a whole school approach, the staff 'buy in' is stronger
- Build in all other strategies to support PP children so that there is a strong link between everything you are doing.