



Ombersley Endowed First School

Policy on Target-Setting

1 Introduction

- 1.1 At Ombersley we are committed to giving all our children every opportunity to achieve the highest of standards. Target-setting is the means by which we identify specific and measurable goals that help to improve the standards achieved by all our children. Targets may relate to individual children, groups of children within classes, or whole cohorts of children.
- 1.2 Target-setting also allows us to ask some key questions about the performance of our school. These are:
 - ⦿ How well are we doing?
 - ⦿ How much added value do we make to the progress of children at each Key Stage?
 - ⦿ How do we compare with similar schools?
 - ⦿ How well should we be doing?
 - ⦿ What more should we aim to achieve?
 - ⦿ What must we do to make it happen?
 - ⦿ What action should we take, and how do we review progress?

2 Rationale for target-setting

- 2.1 Target-setting is a significant strategy in our school for improving the children's achievement. We know that it will be effective only if we remember that the child is at the heart of the process. The targets that we set are challenging, but realistic, and take into account each child's starting point.
- 2.2 We involve the children in the target-setting process and, wherever possible, negotiate and encourage them to set targets for themselves. Regular feedback from teachers makes children aware of how they can improve their work and achieve their target. Target-setting for our children means that they have to make decisions about their own learning. This helps them learn more effectively, by making clear what it is that they need to do next in order to improve.
- 2.3 We inform parents about our target-setting process and our targets for their children. The parents have regular opportunities to talk about their children's progress towards their targets. This helps parents to identify the ways in which they can support their child with work and encouragement at home.
- 2.4 Each year, in our school development plan, we identify and prioritise targets. The targets that we set for our children help to determine these priorities. The actions that we then plan are linked to the children's targets. We thus ensure that our plans really will have an impact on our children's learning. Our governors are involved in reviewing the targets in our school improvement plan on a regular basis.

3 Aims and objectives

- 3.1 In our school, the targets we set:
 - ⦿ challenge all children to do better;
 - ⦿ take into account each child's starting point for learning;
 - ⦿ encourage children to discuss and review their progress with teachers regularly;
 - ⦿ involve parents in their child's learning;
 - ⦿ help governors to agree priorities for the school improvement plan;

- Ⓟ lead to more focused teaching and learning;
- Ⓟ help us to make judgements about how well our school is doing when compared with all schools and with similar schools.

4 The target-setting process

- 4.1 When children join our school, we make an assessment of their learning within the first term, using the national Foundation Stage Profile. We use the outcomes of these assessments to identify strengths and areas for improvement in individual children and in groups of children. National and LA comparative data allow us to identify the expected levels of achievement for these children in the national tests at the end of Key Stage 1. We record these expectations in our pupil profiling system.
- 4.2 At the end of each year, the child's class teachers forecast the National Curriculum level that they expect each child to reach at the end of the Key Stage for English (reading and writing) and mathematics. We base this forecast on the child's current performance, on assessment and other data, and on the teacher's own knowledge of the child's rate of progress during the year. The teacher then considers what the child could possibly achieve, beyond the forecast, if appropriately challenged.
- 4.3 Teachers discuss with the headteacher and other teaching staff the targets they have set. We make comparisons with the performances of similar schools, in order to ensure that the targets that we set do offer a real challenge.
- 4.4 Before agreeing and finalising them, we discuss the draft targets with the governing body and the LA. The governing body fully accepts that the targets that we set are based on the current attainment of each cohort of children. We do not necessarily expect targets to become more ambitious year after year; they must reflect the ability of the cohort, and challenge at the appropriate level.
- 4.5 Governors are given details of the percentage of children who will achieve Level 2 or above in the Year 2 national tests.
- 4.6 Teachers use the targets set for each child to develop classroom activities that are designed to help children to meet their targets. Teachers will take account of these targets when planning work for different groups of children.
- 4.7 The teachers review each child's targets with the headteacher during the first half of the spring term. This helps teachers to monitor the progress that the children are making towards their targets.
- 4.8 Every term, we offer opportunities for the children to review their progress with the teacher. The progress the children are making forms part of the discussion that teachers have each term with parents.
- 4.9 As part of the child's annual report, we produce a statement about progress towards his or her targets.

5 Target-setting data

- 5.1 We use a range of information in our target-setting process. We expect teachers to be familiar with:
 - Ⓟ the school's RAISE data;
 - Ⓟ the LA's School Information File (local comparative data);
 - Ⓟ Fischer Family Trust contextual value-added data;
 - Ⓟ the national tests for seven- and 11-year-olds (although we do not have Year 6);
 - Ⓟ optional national tests for Years 3 and 4;
 - Ⓟ the national Foundation Stage Profile.

6 Target-setting across the curriculum

- 6.1 In our school, we set a range of different types of target. As a first school we do not have a statutory obligation to set targets for our children's performance in the national tests at age 11. However, in each year of Key Stage 1 and 2 we do set targets for reading, writing and mathematics.
- 6.2 Teachers set curriculum targets for English and mathematics in each class. These targets often relate to the objectives of the national literacy and numeracy strategies. Children in Key Stage 2 have their own English and mathematics targets, which they write on the inside cover of their English and mathematics exercise books and in their home-school link books. They ask the teacher to review the target when they have evidence to show that they have met it and evidence of this is kept in a pupil profile folder.
- 6.3 We set broader targets in a range of other areas of school life. These are either personal development or learning related. All targets are recorded in individual half-termly target books, and are shared with parents.

7 Monitoring and review

- 7.1 This policy is monitored by the governing body, and will be reviewed in two years, or earlier if necessary.

Signed:

Date: