

Caldecote Day Nursery - Improvement Plan 2017 - 2018



Area		Priority	Success Criteria	Actions	Time	People	Review
Raising Attainment & Achievement		To successfully implement strategies from the 'Time to Talk' programme and the 'NDNA Maths Champion' scheme to improve speech, language and mathematic skills throughout the nursery.	All staff members will be able to use and access tools to improve the speech and language of the children and to access early intervention strategies where there are concerns – linked to 'Narrowing the Gap'. Mathematics provision and teaching will be improved. Staff will feel confident to deliver mathematics sessions and overall attainment (evidenced through tracking) will increase.	PM, TC & CL to undertake training in areas and to being to share through own practise and staff meetings.	Nov 2017 onwards	PM, TC & CL. PS to monitor. All staff to use and implement.	Time to Talk Leaders fully trained and implementing strategies to support S&L. Maths Champion training complete.
Quality of Provision	Baby Room	To use Senior Leadership and Peer observations to improve the day to day interactions between staff and children with a strong focus on language, communication and use of questions. Introduce staff to the strategies involved in 'Sustained, Shared Thinking.'	All staff will take part in observations and begin to improve their confidence when being observed.	Use staff meeting time to look at observation criteria and discuss standards with staff.	Oct 2017 onwards	PS & all staff	Peer and staff observations have made staff feel more at ease with being observed. Use of open-ended questioning is present and staff are learning from each other.
	Toddler Room		Staff will observe each other and use ideas and strategies to improve their own practise.	Look at areas of need and form an action plan of who may observe who in the next round of observations.			
	Explorer Room		Staff will develop confidence when giving feedback to others.				
	Pre-School Room						
Behaviour & Safeguarding		To review the Behaviour Policy with staff to ensure consistency across the setting. To also review this with the children, taking on board their ideas and suggestions on what good behaviour looks like. All stakeholders to be involved.	All staff will contribute to the policy drawing on their own experiences. An agreed policy will be published with a consistent approach.	Senior Staff meeting to discuss what is working / what needs updating. Whole staff meeting to share proposals and to elicit ideas.	Jan 2018 onwards	PS / LW / KD / PM / AP & all staff	Behaviour policy reviewed with staff. New Nursery rules agreed with children and displayed around the nursery.
Curriculum Development		To develop and improve the learning themes by creating a monthly theme rather than a half termly theme to offer a wider curriculum. This will also be accompanied by a 'Value' each month to further enhance our 'Fundamental British Values'.	Children will have a wider curriculum in which to experience a range of activities and further enhance learning. Focused activities linked to values will also enhance the PSED opportunities and curriculum.	Monthly Learning Theme and Value from September. Clear Circle Time activities linked to the theme and value.	Sep 2017 onwards	PS & all staff	Monthly Learning Themes working well and helping to keep curriculum fresh. Greater focus on seasonal / relevant learning themes linked to the environment and / or world events. Values need to be more high profile.
Leadership & Management		To fully introduce the financial aspects of Connect Childcare to develop the day to day running of the business including generating registers, raising invoices and organising funded sessions.	MD / PS will become familiar with the system and have greater knowledge of the financial and operational workings of the business. Time saved using the system will allow greater focus of other aspects of the nursery to raise standards.	Complete webinar sessions and use support from Connect Childcare team to fully understand all the functions of the software.	Sep 2017 onwards	PS / MD	Connect Management software fully embedded within day to day running of the nursery. Parents accessing invoices online and the breakdown of fees each month is much clearer for parents to see.
Learning Environment		To continue with the use of using open-ended resources in learning throughout the nursery. This may include the use of natural materials but also man-made open-ended materials that improve creative and sensory experiences.	Children will have greater opportunities for creative, open ended and imaginative learning using a wide range of resources. Links to 'Quality of Provision – Sustained, Shared Thinking'.	Complete an audit of each room, looking at how, where and when open-ended resources are used. Discuss with staff what are suitable open-ended resources and how best to include them in planning.	Jan 2018 onwards	PS & all staff	Far greater use of open ended resources in all rooms but this is to be improved further in the next cycle. Moving into the new extension will provide a good opportunity to review and replace existing resources in favour of more natural and open ended ones.
Families & Community		To successfully introduce new features of Parent Zone (linked to iconnect) to allow parents to access information about sleep, meals and nappies	Parents will be able to view 'A day in the life of...' reports looking at all learning activities completed throughout the day as well as information about the care needs of each child.	Complete staff training and then trail new features throughout August / September.	Aug 2017 onwards	PS & all staff	ParentZone is fully embedded as part of the communication system with parents. Staff can use the system successfully and parents are happy (on the whole) with using the app.
		Introduce a 'starter pack' for all new children with detailed information for parents.	Any parents who complete registration forms will receive a pack of information detailing all they need to know when starting.	During staff meeting, discuss with staff any information that they would like to see in the pack to ensure it is useful and relevant.	Sep 2017 onwards	PS & all staff	Not complete. Will look to review in September 2018 once in the new extension.
Business Development		To continue with planned development of extension to nursery to allow term-time only places and meet the needs of 30 hours free entitlement from September 2017.	Greater numbers of children will be able to access services especially in line with government developments	Continue to work alongside architect to develop plans and employ building firm to carry out the work once planning is approved.	Sep 2017 onwards	PS / MD	Building work complete (July 2018) and resources and furnishing to be done. On course to open in September 2018 with current capacity looking like 65-75% at least in most rooms.