Immanuel College COVID-19 Costing Plan

Objective 1 of C.S & A.F

To mitigate the lost learning of the past by understanding the impact of summer 2020 and putting in place rapid interventions to fix this though gap analysis and quality first teaching.

EEF+ Focus	Actions	Staff Lead / Budget	Monitor (Who and When)		Success Milestones		
					Term1	Term 2	Term 3
Quality first teaching	Regular monitoring of staff wellbeing and resources available for staff, as they address gaps in learning allowing them to be agile. Bespoke support put in place as required.	ED/JI **(£3000)**	ED/JI	Weekly	Staff feedback shows that staff feel supported in school and continue to be resilient	Staff feedback shows that staff feel supported in school and continue to be resilient	Staff feedback shows that staff feel supported in school and continue to be resilient
Quality first teaching	Review all schemes of work to ensure that gaps in learning are addressed and plans have been adapted to tackle these. Ensure groups are taken into account e.g. SEND,PP	ED/SP **(£7500 – additional resourcing, revision materials etc.)**	SP/ED/HS/KH/HOF	Weekly via line management and through middle leader meetings and QA processes.	Schemes re-written.	Assessment shows strong progress made by all pupils and identified gaps are reducing from previous assessment.	Assessments show gaps have closed from previous assessment point.
Quality first teaching	Review, update and produce learn sheets where necessary to reflect the changes in the curriculum plans Differentiated learn sheets where necessary.	SP/ED **(£2000)**	SP/ED/HS/KH/HOF	Autumn term 2020	Learn sheets match appropriate schemes of learning for all subjects and year groups	QA demonstrates use of learn sheets in all lessons at assessment points to support student progress	Assessments show gaps have closed from previous assessment point

Quality first teaching	Identify CPD needs of staff in light of changes to teaching practice due to COVID restrictions in classrooms and changes to ways of teaching as well as early finish to NQT/ ITT training.	ED/JMW/KB/TD **(£1000)**	ED/JWH/SP/HOF	Autumn term 2020	Lesson observations and dept. QA identify key CPD needs across the school, at all levels and within departments	CPD in place to address areas identified and demonstrable impact is evidenced through QA process.	Staff feel confident in their teaching and lesson observations demonstrate staff are working at career expectation across the school.
Targeted Academic Support	Analysis of regular summative assessments and continued use of CATS testing throughout year 7 to monitor progress and target intervention - test, feedback, reteach, retest (e.g. year 11 mocks absolutely focus on gaps in student learning)	SP **(£3500)**	KH/HS/HOF £0	Termly	Data analysed, gaps identified and interventions/ additional support put in place	Data analysis to demonstrate gap reduction from previous assessment.	Data to demonstrate strong progress from previous assessment.
Targeted Academic Support	Additional support materials, training and guidance for parents to ensure they are able to support their children to fully engage in the online platforms.	SP **(£1000)**	SP SP/HS/KH	Termly	Parental feedback shows that they are confident in using the online platforms	Improved engagement in online platforms as evidenced from remote learning tracking and internal assessment.	Most students are fully engaged and regularly accessing online platforms alongside in school learning.

Targeted Academic Support	Holiday catch up sessions targeted at key students identified by gap analysis and students assessments.	SP **(£25000)**	SP/ED/KH/HS/HOF	Termly	Gaps identified and intervention sessions in place	Sessions reviewed after data analysis to identify gap reduction	Assessments show gaps have closed. from previous assessment.
Wider Strategies	Behaviour for learning training refreshed including expectations and classroom routines in order to re-establish expectations (Tom Brown training) and the 'Immanuel Way'	ES/VA **£1000**	SLT / Pastoral Team	Ongoing	Lesson observations, faculty QA and pastoral QA show routines and expectations are in place.	Staff and student voice shows routines are used across the school. Reduction in behaviour incidents from term 1.	Reduction in behaviour incidents from term 2.

Objective 2 of C.S & A.F

Ensuring schools are delivering routine, high quality, and broad and balanced curriculums for all students by summer 2021..

EEF+ Focus	Actions	Staff Lead / Budget	Monitor (Who and When)		Success Milestones		
					Term1	Term 2	Term 3
Any other strategies	Plan opportunities for students to engage in STEM activities and career experiences- subject to current restrictions. Ensure more able can meet their targets.	DL/ADO **(£2000)**	DL/ADO	Termly	Termly overview of student uptake	Termly overview of student uptake show an increase from Term 1	Termly overview of student uptake show an increase from Term 2

Objective 3 of C.S & A.F

Ensuring that the curriculum being delivered in school is also able to be delivered as robustly and consistently for any child, class or school facing a national or local lockdown

EEF+ Focus	Actions	Staff Lead / Budget	Monitor (Who and When)		Success Milestones		
					Term1	Term 2	Term 3
Teaching	Departments produce bespoke remote learning plans to ensure curriculum coverage for all students.	SP/ED **(£5000)**	KH/HS/HOF/ line managers	Weekly and ongoing	Termly QA shows remote learning supports strong progress	Data analysis shows remote learning supports strong progress	Data analysis shows remote learning supports strong progress
Teaching	Use a variety of regular and timetabled assessment methods to check learning and progress made using remote learning / resources	SP **(£5000)**	HS/KH/SP/HOFs	End of term 1	QA demonstrates students are able to access remote learning successfully and students make strong progress		

Wider Strategies	Audit of student ICT / home learning needs and provide ICT resources for home use (e.g. laptops/ Wifi devices) for homework/remote learning in order to reduce/eliminate potential barriers to learning and allow them to access the curriculum from home.	SP (£55,000)	SP/HS/KH	October 2020 and ongoing	Distribution list of students needing resources / devices finalised and shared with key staff.	Monitoring shows that students are provided with access to ICT and QA demonstrates that they are engaging with online learning as required.	Student progress is strong. Gaps are diminishing for those students who have had to self-isolate and access remote learning.