



## **Early Years Development Plan**

### **2021-2024**

The vision statement for Calder Valley Steiner Education is: *to enable children to find their own strengths, to provide them with the inner resources to overcome any educational challenges they face, and to develop in them faculties which will help them to live in the world as creative free thinking individuals.*

#### **CONTEXT**

Ofsted, Calderdale Early Years Development Team, staff, trustees, parents and children have been involved in the process of evaluating the school's performance in order to identify the priorities for the coming years.

The CVSE vision statement lies at the heart of this development plan.

Information has been included from: the recommendations from the Ofsted report March 2019 and previous SIS recommendations; feedback from the Calderdale Early Years Development Team, Trustees, management, staff and parents, as well as external advisors and professionals, such as the SWSF.



## **AREAS FOR IMPROVEMENT**

### **The areas for improvement identified are:**

#### **Key Issue 1: To develop the leadership and management of CVSE**

1. To embed the quality of leadership and management across the Kindergarten and Parent and Child
2. To embed rigorous systems that are used to inform the Kindergartens self-evaluation and identification of future areas of development
3. To develop distributed leadership and mentorship to ensure high expectations, high quality leadership and high standards
4. To continue to develop high levels of governance to provide appropriate support and challenge
5. To continue to re-embed risk assessments into the Kindergarten.
6. To develop and integrate leadership and pedagogy roles within the Board of Trustees

#### **Key issue 2: To improve and develop the Early Years provision**

1. To provide a nurturing and enabling environment with an organisation of the curriculum that provides rich, varied, creative and imaginative experiences
2. To ensure that children are cared for, happy, highly motivated and eager to join in, demonstrating curiosity, imagination and concentration. Children will form a positive relationship to Education and the process of learning.
3. To embed appropriate assessment and record keeping is accurate and that provision across all areas of learning is carefully planned for differentiated individual and group learning development
4. To ensure the Kindergarten is financial viable
5. To develop a working relationship with the Calderdale Early Years Team.
6. To re-open Parent & Child sessions



**Key Issue 3: to develop and support staff**

1. Initial and further Steiner Waldorf CPD for all staff
2. Ensure assistants all reach level 3 standard of training
3. To support development of Early Years Management
4. Training that will develop the capacity of the provision

**Key issue 4: to improve the building facilities for the Kindergarten to develop.**

1. Actively look for a new building/site
2. Be open to new buildings and locations and how they can be developed
3. To develop the school garden



## **Issue 1. To develop leadership and management of the Early Years (Kindergarten and Parent & Child)**

### **Target outcome**

**Leadership and management will be an accepted and embedded part of the Calder Valley Steiner Education Philosophy**

**By September 2021 Leadership and management within the kindergarten will be judged as good**

**By September 2021 The Board of Trustees will have developed, a working relationship with the new management and leadership roles within the Early year's settings.**

**By September 2021 there will be a climate of innovation and challenge in the Early Years setting**

**By September 2021 Parent & Child sessions will reopen (Covid restrictions dependent)**

### **In order to achieve this we will:**

- **The Trustee team will work alongside the Early Years Leadership Team.**
- **Ensure that performance management arrangements are fulfilled according to legislation and development targets.**
- **Ensure that all staff are trained to recognise children at risk of harm or radicalisation**
- **Ensure all staff embed the CVSE risk assessments into the culture of the working day**
- **To ensure all OFSTED requirements are met**
- **There will be a designated Trustee Parent & Child lead**

### **This means that:**

- **There will be high quality leadership and management across the provision**
- **There will be rigorous systems that are used to inform the Early Years self-evaluation and identify future areas of development**
- **All stakeholders will be involved in implementing any new Safeguarding requirements/legislation**
- **There will be high levels of governance which provide appropriate support and challenge**
- **The kindergarten staff will be supported and receive appropriate training in a timely manner**
- **The Parent & Child sessions will be reopened**



**Target detail:**

Ref	Target	Action	start/end	Resources	Lead person	Success	Monitoring	Summary/evaluation/ Comments/evidence
1.1	To embed leadership and management across CVSE. Ensuring the wellbeing of the children.	<p>Ensure the CVSE Constitution is structured to ensure excellent leadership and management roles. Ensure all roles are understood by the Trustees and staff and are embedded into the early year's settings.</p> <p>Review the constitution in line with the changes and new developments</p> <p>Ensure the new Leadership and management information and the provision constitution (including the decision making process is available on the website.</p> <p>Create a climate where</p>						



		<p>Teachers and assistants can innovate so they can improve learning for their pupils</p> <p>Regular audit of risk assessments (centrally held in the office)</p> <p>Safeguarding is effective. Kate Lunn will hold the responsibility for Safeguarding Lead responsibility for CVSE and be on 24hr call. All staff will be aware of the procedures.</p> <p>Pupils are protected from radicalisation and extremism</p> <p>Develop separate Safeguarding plan.</p> <p>Diversity is welcomed and equality ensured, including gender orientation .admissions register updated to reflect this issue</p> <p>New equality policy in development to reflect Gender orientation</p> <p>Change to application form</p>						
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1.2	<p>Develop and promote effective mentorship for all staff. Develop and integrate supervision and mentorship for the Early Years team.</p> <p>Support the leadership development of the</p>	<p>questions</p> <p>Use mentoring and appraisals to lead professional development</p> <p>The trustee will take a lead in Pedagogy leadership within the Early Years.</p> <p>Integrate 2 meetings for all staff</p> <ul style="list-style-type: none"><li>• Pedagogy mentorship</li><li>• Personnel mentorship</li></ul> <p>Teachers mentorship-</p> <ul style="list-style-type: none"><li>• Pedagogy mentorship</li><li>• Personnel mentorship</li><li>• Leadership mentorship</li></ul> <p>Clear and identified mentoring Clear and identified supervision Clear and identified appraisals Clear and identified CPD</p> <p>Development plan</p>						
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1.3	Kindergarten Teacher	<p>Tripartite appraisal of Kindergarten Teacher</p> <p>Regular 'leadership' meetings with Early Years Manager</p>						
1.3	CVSE will reopen Parent & Child sessions	<p>Develop a plan for the reopening of the P&amp;C sessions as soon as COVID restrictions allow</p> <p>Identify the lead trustee for P&amp;C</p> <p>Develop new protocols and policies as dictated</p> <p>Publicise the re-opening of sessions</p> <p>Financially viability of staff/attendees</p>						
1.4	Embed Child Study into the Kindergarten Team	<p>Find a plan to restart child study that will work with current restriction</p> <p>As current restrictions change</p>						





		adapt the implementation of child study -Zoom initially  Discuss the paperwork necessary  Identify a Trustee to support effective child study						
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**Key issue 2: To improve and develop the Early Years provision**



**Target outcomes**

**By 2021 The Early Years will be an outstanding provider based on Waldorf principles.**

**By 2021 the Kindergarten setting will refine transition and differentiation activities for children.**

**We will have the on-going challenge of improving our environment in relation to the needs of the children.**

**Increase numbers of children attending in order to build up the numbers in the Early years**

**In 2021 The parent and Child Sessions will be reopened**

**In order to achieve this we will:**

- **Maintain best practice within EYFS framework within a Waldorf setting.**
- **Refine the planning and assessment of the differentiation activities.**
- **Review the Kindergarten environment.**
- **Develop the Trustee roles within the Early Years**
- **Develop a publicity plan**
- **Work closely with the Early Years Calderdale Development Team**
- **Develop a reopening plan for the Parent & Child sessions**
- **There will be a designated Trustee lead for Parent & Child**
- **Ensure ratios of children: staff are in balance**

**This means that:**

- **The children's wellbeing is a priority and they will progress in a curriculum that will be rich, robust and challenging suitable for their age.**
- **The children will play and develop in a beautiful, safe and natural environment.**
- **All children will have differentiated challenging activities.**
- **The children's individual progress will be evidenced and shared.**
- **We will maintain integrity to Waldorf principles ensuring that children are highly motivated and eager to join in, demonstrating curiosity, imagination and concentration.**
- **We will embed the key worker system in our provision**

**Target detail:**



Ref	Target	Action	start/end	Resources	Lead person	Success	Monitoring	Summary/evaluation/ comments
2.1	Maintain best practice within the EYFS framework	<p>Review SWSF the implementation of all new updates and guidelines.</p> <p>Work with Calderdale EY's Team And external other agencies</p> <p>Schedule visits from Trustee with lead responsibility</p>	<p>Ongoing</p> <p>Ongoing</p> <p>April 2021</p>		<p>AW/IL</p> <p>KL/AW</p> <p>KL/IL</p>		<p>Annually</p> <p>Termly</p>	
2.2	Refine the recording planning and assessment of the differentiation	Ensure the assessment system is embedded within the Kindergarten setting	May 21		AW/IL			
2.3	Refine the kindergarten assessment	Ensure that the assessment documents are all embedded within the setting						



2.4	Review the Kindergarten environment.	Plan for the garden development						
2.5	Publicity for the Early Years	The Trustees ensure publicity for the setting is effective						



2.6	Ensure a balance of staff and chid ratio	<p>To change and develop the website</p> <p>Publicity plan for the P&amp;C sessions reopening Identify Lead Trustee for Publicity</p> <p>Develop Publicity Plan</p> <p>Work with Website professional to ensure website is up to date</p> <p>Work with website professional to develop the site to ensure it is easy to access for new and current parents and staff.</p> <p>As from September 2021 a cap of 16 children will be implemented.</p> <p>A waiting list will be developed</p> <p>Once there are sufficient children on the waiting list the cap will be lifted to 21 and a 3<sup>rd</sup> member of staff instructed</p>						
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**Key issue 3: To support and develop the Continual Professional Development of Staff**



**Target outcomes:**

**By September 2021 all staff will have received an annual appraisal**

**By Dec 2021 all assistants will be educated to level 3**

**All staff will have undertaken Steiner Waldof CPD updates/training**

**By Sept 2014 Early Years Manager will be educated to Masters Level in Childhood and Youth Studies**

**In order to achieve this we will:**

- Support assistant to do a level 3 child development course
- Support all staff to attend Steiner Waldof training
- Ensure Steiner Waldof CPD opportunities are available to all staff
- Early years manager will be supported to undertake a Masters in Childhood and Youth studies

**This means that:**

- We will maintain integrity to Waldorf principles
- We will redevelop our appraisal system to ensure excellence across the EY provision.
- The kindergarten staff will be supported and receive appropriate training in a timely manner
- All staff will be trained to a high standard to ensure the wellbeing of the children is a priority
- All staff will have a firm understanding of child development

**Target Detail:**

Ref	Target	Action	start/end	Resources	Lead	Success	Monitoring	Summary/evaluation/
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					person			comments
3.1	To reintegrate the appraisal system for all staff	Identify Lead Trustee for appraisals  Identify time frame for integrating appraisals following return from COVID lock down restrictions						
3.2	To ensure staff have the underlying knowledge and understanding of the Steiner Waldorf principles	Open opportunities for all staff to attend the online CPD available from SWSF and NESWEC  Encourage staff to attend part or all of the SWSF Eater conference (online)  Zoom training sessions (Trustee led) for assistants - timetable						
3.3	Ensure staff have development opportunities	Level 3 course (Child Development) – Emma Hobson  Masters (childhood and Youth Studies) - Kate Lunn  SEN training – Angie Whitehead						



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**Key issue 4: to improve the building facilities for the setting to develop**

**Target outcomes**

**By 2021 the garden facility will be improved.**

**By 2021 Early Years appropriate resource will be reintroduced into the garden area**

**In order to achieve this we will:**

- **Make improvements in the garden**
- **Include additional and adequate resources in the outdoor areas**
- **Actively look for a new building fit for purpose**
- **Ensure all EYFS standards are met.**

**This means that:**

- **The children have a nice area to play in.**
- **The area for the children will be safe**
- **The garden area will have age appropriate resources**
- **The garden area will be a colourful, natural environment**

**Target detail:**



Ref	Target	Action	start/end	Resources	Lead person	Success	Monitoring	Summary/evaluation/ comments
4.1	The garden will developed to ensure the needs of the children are being met and the children have development opportunities	Make a plan for the garden space.  To reintroduce the sand and water pit  To introduce more free play equipment into the garden e.g. building blocks. 1. New slide 2. Have blocks available outside 3. Activities outdoor Introduce raised bed for growing vegetables						
4.2	The Kindergarten Teacher will take responsibility of ensuring the garden and the equipment in the garden is kept in safe working order.	Nominated Assistant to ensure/lead on ensuring the garden is kept clear and items are put away at the end of play						
4.3	To ensure the garden has regular health and safety checks	The Kindergarten Teacher will be responsible for ensuring						



4.4	Identify new premises	<p>A daily check on the garden.</p> <p>The Trustee with Early Years lead will do regular checks on the garden area to ensure high standards of safety are maintained.</p> <p>Re -Register our interest with local estate agents Go see alternative premises as they come onto the market Let all parents know what we are looking for an alternative premise</p>						
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**Calder Valley Steiner Education**  
**The Valley Kindergarten**  
*Making time for childhood*