



GOLDEN GROVE PRIMARY & PRE-PRIMARY SCHOOL

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SCHOOL DEVELOPMENT PLAN

Golden Grove Primary School is committed to creating a dynamic and supportive learning environment in which learners can become caring, compassionate, considerate individuals who are responsible towards each other and society.

Valuing the Individual, Embracing Diversity, Celebrating Learning.

Semper Sersum. Ever Upwards.

2020 - 2022

Date Approved: 18 FEBRUARY 2020

KEY ISSUE 1

To develop the leadership and management of the school

- I. To mentor and develop the staff additions to the SMT team, so that effective leadership and communication can occur within the school community
- II. To develop the quality of leadership and management across the school, so that we are relational as well as curriculum-based
- III. To ensure the monitoring systems are adhered to and reporting of strengths and weaknesses within our teaching and learning systems
- IV. To continue to develop high levels of governance to provide appropriate support and challenge.

KEY ISSUE 2

To improve the quality of teaching, learning and assessment

- I. To ensure that the standard of teaching and learning remains effective and efficient, so that our learners can continue to develop academically and socially.
- II. To ensure that all educators are using the Critical Thinking techniques and skills in order to develop learners into inquisitive, critical thinkers who are able to problem solve effectively, thereby becoming more independent learners.
- III. To ensure that our mission is adhered to by valuing the individual and embracing diversity, by differing our methods of teaching in order for all learners to excel to their full potential.
- IV. To ensure that there are less disruptions of the teaching process so that curriculum requirements can be adhered to
- V. Feedback to learners must improve in order to ensure the learning process is remediated and rectified where shortfalls occurred.

KEY ISSUE 3

To improve the personal development, behaviour and welfare of pupils.

- I. To promote self-responsibility, respect and tolerance for others as pupils' spiritual, moral, social and cultural environment.
- II. To improve whole school attendance.
- III. To develop the growth-mindset of our learners, so that they can become active, independent members of the 21st century learning community, so that not only the 3 R's are developed but the 3 C's creativity, communication, and collaboration.



KEY ISSUE 4

To improve the learner outcomes by raising standards and improving progress through e-learning.

- I. To improve pupils speaking and listening skills and critical thinking mathematics skills through e-learning.
- II. To improve the teaching of Afrikaans through stories and music so that our learners growth to love the language, and are able to converse in it.
- III. To improve the higher order comprehension skills of our learners
- IV. To improve levels of attainment in progress in mathematics, especially with regards to problem solving techniques and enhancing their critical thinking skills

KEY ISSUE 5

To improve the provision of Curriculum resources to both learners and teachers.

- i. To peruse and study new textbooks by subject and grade so as to enhance our teaching and learning at the standard which we have set
- ii. To ensure that teachers have both soft and hard copies of the new textbooks in order to bring us more in line with the 21st Century learning
- iii. To ensure more practical lessons occur, thereby allowing learners to use the equipment and resources available to us

KEY ISSUE 6

To improve the attitude of the parents and learners towards the adherence to the Code of Conduct and procedures

- i. to regularly meet with parents to inform them of processes and procedures, as well as the reasons for it and how it protects the learners
- ii.

KEY ISSUE 7

To improve sport of the school, by encouraging participation and competition amongst all learners and to improve the overall coaching techniques of the current coaches.

- i. using the services of a consultant to provide an unbiased opinion to enhance our sports department,
- ii. to ensuring participation of all learners so as to ensure their holistic development,
- iii. to provide opportunities for those learners who excel on the sports field and who enjoy playing at a competitive level



KEY ISSUE 8

To improve cultural aspect of the school, by encouraging and motivate the learners to participate enthusiastically in the music and dance lessons, as well as partake in the drama and music extra murals .

i. to encourage the holistic development of our learners,

ii. to ensure learners talents are honed and they gain the necessary training and exposure



KEY ISSUE 1:

TO DEVELOP THE LEADERSHIP AND MANAGEMENT AT THE SCHOOL

Outcome Targets

- By December 2020 all HOD and subject heads will have demonstrated clear understanding and leadership of their subjects and other responsibilities
- By December 2021 there will be the empowerment of Post Level one teachers by the SMT so that full ownership of the learning institution can occur
- By December 2022 leadership, management and governance will adhere to the clearly defined roles, yet work in partnership to bring the institution to one of excellence

In order to develop this. we will:

- Develop a strong and effective leadership team
- Create opportunities to support the SGB in their understanding of the school
- Create an ethos of innovation and risk taking
- Subject leaders will have a good knowledge and understanding of the teaching and learning in their subjects with the school
- Ensure that performance management arrangements are fulfilled according to legislation and development targets contribute to the targets identified in the school improvement plan (SIP)
- Use monitoring tools of school activities to inform the school's self-evaluation

This means that:

- There will be a high quality of leadership and management across the school
- There will be systems in place that will inform the school's self-evaluation and identify future areas of development
- There will be a distributed leadership to ensure high expectation, high leadership and high standards.
- There will be high levels of governance which provide appropriate support and challenge.



KEY ISSUE 2

To improve the quality of teaching, learning and assessment

- By December 2020 all teaching will continue improve following the 'trends' of 21st century thinking and learning
- By December 2021 the systemic results will improve through the closing of gaps in teaching and learning
- By December 2022 all learners will achieve continued success through the continued implementation of our teaching and support programmes.

In order to achieve this, we will:

- Undertake a monitoring programme, with next steps for teachers outlined clearly
- Provide training, including opportunities for peer observations and lesson plans for weaknesses have been identified through the IQMS process
- Monitor the use of ICT so that the best use is made of it in all areas of the curriculum
- Review the provision of 'learners at risk' and implement intervention strategies to improve the provision of these groups
- Encourage teachers to be innovative in their practices
- Provide the resources and training to support the introduction of e learning

This means that:

- Mentorship will occur where needed
- A climate of mutual support will be created.
- Basic skills will be taught well and pupils will be given enough opportunities to practise and consolidate the things they have learnt in English and Mathematics.
- Teachers will make the best use of the ICT around the school to improve learning.
- The provision for 'learners at risk' will be enhanced so as to improve their achievement:
- Resources will be kept up to date in order to enhance learning.
- There will be an ethos of innovation and risk-taking for teachers.



KEY ISSUE 3:

TO IMPROVE THE PERSONAL DEVELOPMENT, BEHAVIOUR AND WELFARE OF PUPILS

Outcome Targets

- By December 2020 all learners will adhere to the values and CoC of the school in order to ensure that they are educated holistically and have a good moral compass
- By December 2021 the school's focus will not be on behavioural issues but on exciting, fun teaching and learning
- By December 2022 pupils will demonstrate outstanding values to learning

In order to achieve this, we will

- Provide training for educators to that ensure pupils understand the social and emotional aspects of learning.
- Implement value driven activities to help pupils learn respect and tolerance of others
- Promote a sense of community and drive values based education through our school assemblies.
- To open minds through the delivery of a creative mastery curriculum, encouraging independent, self motivated and active learners.
- To encourage and inspire all pupils to achieve their true potential academically, socially, emotionally and physically through effective inclusive practice.

This means that:

- Pupils will show self-mastery, respect and tolerance for others as part of their spiritual, moral, social and cultural development
- Pupils will demonstrate a positive attitude to learning and show resilience in their learning thereby improving their work ethic
- The personal development and well-being of pupils will be met through work in school by providing adequate support and guidance through our learning support programmes



KEY ISSUE 4

To improve the learner outcomes by raising standards and improving progress through e-learning

OUTCOME TARGETS IN LANGUAGES AND MATHEMATICS

2020	GRADE 3	GRADE 6
Languages:	95%	90%
Mathematics:	95%	94%
2021		
Languages:	98%	95%
Mathematics:	98%	98%
2022	100%	100%

In order to achieve this we will:

- Improve learner speaking and listening skills
- Improve the teaching of phonics by using the jolly phonics programme.
- Ensure all learners have access to quality literature in English and Afrikaans
- Improve learner vocabulary

This means that:

- Learners will be able to use grammatically correct English and Afrikaans when speaking and writing;
- Learners will develop a love of reading that will support their other subjects and provide them with an essential life skill;
- Learners will be able to express themselves accurately and



<ul style="list-style-type: none">➤ Provide opportunities for sustained writing➤ Improve the provision and outcomes in mathematics in the areas identified as challenging➤ Improve the quality of teaching➤ Develop cross-curricular links so that skills are developed and applied various contexts.➤ Ensuring analysis of all grades and subjects results and comprehensive ways of improving in areas of concern as well as learners who are not achieving their individual level of success	<p>eloquently in written English and Afrikaans;</p> <ul style="list-style-type: none">➤ Learners will achieve a fluency and understanding in maths that supports their other studies and that will enable them to use maths effectively in their future lives, especially with regards to problem solving and measurement;➤ Teachers and the SBST will be able to quickly identify learners who are underperforming and take corrective action;➤ Learners will be able to apply their learning to other subjects and areas of interest.➤ Individual targets will be set that identify the learning needs and interests of the learners.
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KEY ISSUE 5

To improve the provision of Curriculum resources to both learners and teachers.

OUTCOMES TARGETS

- By December 2020 educators will choose textbooks (LTSM material) suited to our teaching methods and to ensure our standard of teaching and learning is upheld if not raised
- By December 2021 all parents will have purchased the needed textbooks and that the educators are able to access e-versions of the LTSM material so as to ensure all learners have access via the projector in classes
- By December 2022 our standard of teaching and learning will have improved significantly due to our mission to ensure critical thinking learners who are independent

<p>In order to achieve this we will</p> <ul style="list-style-type: none">➤ Creating a stimulating learning environments that motivates learning➤ Ensuring the printed learning material is able to sustain learner interest and then using e-learning to support innovative teaching➤ Encourage excellent attitudes to learning through role modelling proper use of digital media➤ Encourage children to learn together and from each other.➤ Identify gaps in learning and implement strategies to address these.➤ Ensure good transition routines take place.	<p>This means that:</p> <ul style="list-style-type: none">➤ Parents will be able to support children’s learning from home.➤ Learners will be motivated to learn and demonstrate excellent attitudes to learning.➤ Learners will learn cooperatively and establish positive peer relationships.➤ Pupils will be challenged to achieve their full potential through practical discovery and critical thinking➤ The curriculum and learning environment will respond to the needs and interests of the learners.
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KEY ISSUE 6

To improve the attitude of the parents and learners towards the adherence to the Code of Conduct and procedures

Outcome Targets

- By December 2020 all learners and parents will understand and adhere to the values and CoC of the school in order to ensure that they are educated holistically and have a good moral compass
- By December 2021 the school's focus will not be on behavioural issues but on exciting, fun teaching and learning
- By December 2022 pupils will demonstrate outstanding values so as to improve our local school community and society as a whole

In order to achieve this, we will

- To provide a happy, caring and secure learning environment where everyone thrives through feeling safe, confident and valued and the well being of each and every individual is a priority.
- To nurture children who show respect, consideration and responsibility for others and their environment at all times, both within the school and the wider community.
- Implement value driven activities to help parents and learners learn respect and tolerance of others
- Promote a sense of community and drive values based education through our school assemblies and school meetings.
- Establish calm, reassuring routines so that children feel safe and happy at school

This means that:

- Pupils will show self-mastery, respect and tolerance for others as part of their spiritual, moral, social and cultural development
- Parents and learners will demonstrate a positive attitude to ensuring the safety of all stakeholders of the institution
- The personal development and well-being of pupils will be met through work in school by providing adequate support and guidance through our learning support programmes



KEY ISSUE 7

To improve sport and culture of the school, by encouraging participation and competition amongst all learners and to improve the overall coaching techniques of the current coaches.

Outcome Targets

- By December 2020, the consultant will have a comprehensive plan to grow sport at GGPS which will be inclusive of all learners
- By December 2021, all learners will be active participants in the extramural programme, with sport taking place during the week as well as sports derbys occurring once a term
- By December 2022, provincial tours taking place for various teams, both for exposure and at a competitive level

In order to achieve this:	This means that:
<ul style="list-style-type: none">➤ Develop the sports department more efficiently➤ Electronic sign-up sheet➤ Development and implementation of sports workshops➤ Sports meetings➤ Development of a sports calendar➤ Coaching restructure➤ Implementation of sports tours➤ Implementation of sports day /derby➤ Separate awards evening➤ Review the sports dress code	<ul style="list-style-type: none">➤ A consultant will advise the sports department➤ Learners participation will be tracked➤ Staff and coaches will be workshopped➤ Sports clinics will be held during the pre-season➤ U13 tours will be held➤ School will host sports day and derby as well as soccer and netball tournaments➤ Learners will receive sports awards➤ New sports uniform



KEY ISSUE 8

To improve cultural aspect of the school, by encouraging and motivate the learners to participate enthusiastically in the music and dance lessons, as well as partake in the drama and music extra murals .

Outcome Targets

- By December 2020, to have a functioning school choir, marimba band and drama production.
- By December 2021, to gain exposure in the local community by attending local productions.
- By December 2022, to participate in local music and drama competitions and eistedfords.

In order to achieve this:	This means that:
<ul style="list-style-type: none">➤ An annual cultural trip for drama and choral participants➤ Varied creative professionals to stimulate and extend awareness➤ Annual visits to an orchestra➤ Theatre projects including discussions of choirs, drama and dance➤ Participation in a quality musical (instrumental and/or choral) performance such as our weekly assemblies, school plays and concerts, schools working together to present concerts➤ Being part of an audience for a professional musical/choral/drama performance- in school and beyond	<ul style="list-style-type: none">➤ Participants needs to practice and be motivated and be dedicated team members➤ Teachers need to plan and arrange professional visits And visitors ➤ Practice for events➤ Go to professional and amateur local concerts➤ Being part of drama and local casts



<ul style="list-style-type: none">➤ Participation in a play➤ Being part of a school- based performance➤ Taking part in competitive events➤ Presenting dramas and choral events at charitable events	
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Signed at: GOLDEN GROVE PRIMARY on this 18TH day of FEBRUARY 20 20



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School Governing Body Chairperson



School Principal