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27 June 2013

Miss Pamela Foskett  
Headteacher  
Reffley Community School  
Reffley Lane  
King's Lynn  
PE30 3SF

Dear Miss Foskett

### **Requires improvement: monitoring inspection visit under section 8 of the Education act 2005 to Reffley Community School**

Following my visit to your school on 26 June 2013, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to report the findings of my visit. Thank you for the help you gave me and for the time you made available to discuss the actions you are taking to improve the school. The visit was the first monitoring inspection since the school was judged to require improvement following the section 5 inspection in March 2013.

#### **Evidence**

During the visit, I held meetings with you, the deputy headteacher, two other members of the leadership team, and two members of the governing body. I held a telephone discussion with a representative of the local authority. I evaluated the school action plan, reviewed the most recent information on pupil achievement and visited classes to see pupils and staff at work.

#### **Context**

Since the inspection one teacher has left the school and two others have resigned. Six new teachers have been appointed for September. An external audit of governance has started.

#### **Main findings**

You have rightly prioritised improvements in teaching in order to raise standards. More frequent lesson observations that have a stronger focus on the impact of teaching on pupils' progress and achievement indicate that the proportion of good teaching is increasing. The first cycle of progress meetings between individual

teachers and senior staff since the inspection show that the proportion of pupils making better than expected progress is increasing. You are providing additional challenge and support for staff whose work requires improvement. This includes the use of support plans, training led by teaching and learning managers based in each key stage, and professional development provided by a local Teaching School.

Senior leaders have made their raised expectations of teachers, support staff and pupils clear, for example through revised marking and behaviour policies. Visits to classes reflect the school's evaluation that the new 'marking ladder' in mathematics and 'voice gauge' are having a positive impact. Teachers are starting to provide a wider range of opportunities for pupils to develop their independence and work with their peers. The criteria used by the school to judge the quality of teaching includes behaviour management and pupils' engagement, independence and collaboration. While this demonstrates a clear link between the school's priorities for improvement and monitoring, the success criteria in the action plan are too general to pursue specific learning skills, for example pupils' research or their questioning.

Better tracking of pupil's progress over time is leading to more effective support for those who fall behind. For example, boys, disabled pupils and those with special educational needs are receiving extra help. Further support that is planned is thoughtfully designed, for example the appointment of a male sports coach to promote reading with underachieving boys. Your plans to update targets for different groups of pupils in the action plan are appropriate in order to evaluate the effectiveness of additional intervention that starts next term.

Senior leaders and governors have begun to take effective action to tackle the areas requiring improvement identified at the recent section 5 inspection. The school should take further action to:

- show in the action plan how staff joining the school in September will be supported in sustaining progress in improving the quality of teaching
- adapt the lesson observation form used to the school, to help evaluate the impact of training and support, and to promote teachers' self-evaluation
- incorporate issues that emerge from the review of governance into the action plan.

Ofsted may carry out further visits and, where necessary, provide further support and challenge to the school until its next section 5 inspection.

### **External support**

The local authority has provided brief feedback on the school's action plan and plans to facilitate links with local schools. The school improvement partner is helping to moderate judgements made about the quality of teaching, through a programme of joint observations with the senior team.

I am copying this letter to the Chair of the Governing Body and the Director of Children's Services for Norfolk.

Yours sincerely

Ian Middleton  
**Her Majesty's Inspector**