

Gange Nursery Centre Development Plan

2004-2005

Developing Leadership and Teamwork

KEY

SMT – Senior Management Team

WST – Whole Staff Team

DST – Domestic Staff Team

Expected Timescale	Targets or Intended Outcomes	Actions	Lead Person	Achieved Timescale
ON GOING	<ul style="list-style-type: none"> Continue to develop the Staff Teams awareness of their own professionalism. 	<ul style="list-style-type: none"> Arrange visits for staff to other foundation stage settings. Discuss roles and expectations in Team Meetings. 	SMT TO LEAD WST	
IMMEDIATE	<ul style="list-style-type: none"> Continue to develop the Staff Team awareness of change management. 	<ul style="list-style-type: none"> Discussions in team meetings on the process of change and how this affects each individual. Change Management training to take place. 	SMT TO LEAD WST	
IMMEDIATE START ON GOING	<ul style="list-style-type: none"> Continue to develop a culture of assertiveness. 	<ul style="list-style-type: none"> Continue with the team building training plans set up by the WST. To evaluate and monitor how this is moving on. 	SMT TO LEAD WST	

Delivering high quality learning experiences

Expected Timescale	Targets or Intended Outcomes	Action Needed	Lead Person (s)	Achieved Timescale
ONGOING THROUGH 2004	<ul style="list-style-type: none"> • Monitor planning and recording system. • Monitor implementation. • Monitor / Evaluation of system. Dec 2003. 	<ul style="list-style-type: none"> • Research appropriate planning models. • Agree format for usage and implementation. 	SMT	
ONGOING	<ul style="list-style-type: none"> • Increase number of 3-year-old places from community children. 	<ul style="list-style-type: none"> • Review Admission Procedure. • Consult on findings. 	SMT	
March 2004	<ul style="list-style-type: none"> • To Develop the Pre-admission assessment process for children coming into Gange. Via Education / Social Services route. 	<ul style="list-style-type: none"> • Discussion with the Early Years Team and Senior Educational Psychologist. • Implementation of admission process. • Monitor / Evaluate process. • Ensure children: admission is within agreed timescale. 	SMT	
ONGOING	<ul style="list-style-type: none"> • To develop outcome strategies for children with S.E.N. 	<ul style="list-style-type: none"> • Develop Termly I.E.P. Meetings. • Working within Timeframe set by government. • Development of SENCO role. • Working with Area SENCO's 		
ONGOING	<ul style="list-style-type: none"> • Work to ensure that children with E.A.L needs are being met. 	<ul style="list-style-type: none"> • Working in Partnership with Parents/Carers. • To work with EMAS and EYDCP. • To have strategies in place that meets the children / families need. 	SMT TO LEAD WST	

March 2004	<ul style="list-style-type: none"> Write a consultation paper on the development and progress of Gange Nursery Centre. 	<ul style="list-style-type: none"> To include the future development of Gange. Look at numbers of children using the service 3yr old, Special Education Need, Community and under 2yr old. To look at the role of a senior worker / development worker at Gange. 	SMT	
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Improving the Environment

Expected Timescale	Targets or Intended Outcomes	Action needed	Lead Person (s)	Achieved Timescale
SEPT 2004	<ul style="list-style-type: none"> Create the Sensory room. 	<ul style="list-style-type: none"> Continue to research and discuss equipment needed. Discuss funding available. Arrange room, redecoration and Electricity requirement. Order Equipment Plan / Set up room. 	WST	
OCT 2004	<ul style="list-style-type: none"> Develop Community Groups. 	<ul style="list-style-type: none"> Find out needs of the immediate Community and develop further services. Notify Health, Education, and Social Services of the availability of the room to assist them in developing their services i.e Domestic Violence and Teenage Mother Group. Development of out of School Care for children under 8 years. 	SMT TO LEAD WST	