



# School Development Plan Summary: 2018/19



## 'A Culture of Excellence: Every Student, Every Grade in Every Subject'

### We aspire that every student will:

- Feel happy, safe and included
- Be known well, valued and heard
- Receive consistently excellent teaching
- Be given opportunities to grow academically, personally and culturally

### We will ensure that every family will receive:

- Regular, clear and meaningful information about their child's progress and development
- Guidance and advice about how to best support their child's learning
- Excellent communication from school
- Opportunities to provide feedback

### Every colleague (Associate and Teaching) will be:

- Trusted to do their jobs well, supported and valued
- Given opportunities to develop their professional skills
- Assisted to maintain a work-life balance

## Priority 1: Progress of Students in subjects where 'greens do not consistently match or exceed pinks'

Key Foci	Action	Success Criteria
<b>Teacher development</b> <b>Use of ICT to support learning</b> <b>Learning beyond the classroom</b>	<ul style="list-style-type: none"> <li>● Develop subject specific pedagogy, particularly in KS3</li> </ul>	Progress in >70% of subjects to be 'above national' at KS4 Progress 8 to be consistently sig+
	<ul style="list-style-type: none"> <li>● Improve the effectiveness of lesson observation to enhance teacher development</li> </ul>	
	<ul style="list-style-type: none"> <li>● Teacher training around memory and retrieval</li> </ul>	
	<ul style="list-style-type: none"> <li>● Develop the use of 1:1 technologies in the classroom</li> </ul>	
	<ul style="list-style-type: none"> <li>● Improve the effectiveness of homework in KS3</li> </ul>	

## Priority 2: Progress of Vulnerable (Disadvantaged and SEND) students

Key Foci	Action	Success Criteria
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<b>Reading and vocabulary</b> <b>Self-regulation</b> <b>Student support</b> <b>Attendance</b>	<ul style="list-style-type: none"> <li>Develop Interventions to improve attendance, particularly that of PP eligible students</li> </ul>	Overall student absence to be < 4%.  Progress gap at KS4 between PP and non-PP students to be reduced by 50%
	<ul style="list-style-type: none"> <li>Teacher development around metacognition and mindfulness</li> </ul>	
	<ul style="list-style-type: none"> <li>Enhance learning provision for autistic students and those who have experienced early trauma</li> </ul>	
	<ul style="list-style-type: none"> <li>Improve the effectiveness of our whole school literacy strategy</li> </ul>	

**Priority 3: Students with lower prior attainment in the Sixth Form**

Key Foci	Action	Success Criteria
<b>Use of feedback to enhance progress</b> <b>Support for students to enable them to make a successful transition to A-level</b>	<ul style="list-style-type: none"> <li>Improve student recruitment into Y12 and retention Y12-13</li> </ul>	Students retention Y12-13 to be >90% Student recruitment into Y12 to be >55% L3VA to be >0 Progression rate to Higher Education or training to be >85%
	<ul style="list-style-type: none"> <li>Improve the use of data to enhance student progress</li> </ul>	
	<ul style="list-style-type: none"> <li>Introduce 'guided learning' hours into Y13</li> </ul>	
	<ul style="list-style-type: none"> <li>Membership of PiXL6</li> </ul>	

**Priority 4: Students with low levels of engagement**

Key Foci	Action	Success Criteria
<b>Student behaviour</b> <b>Student well-being</b> <b>Recognition beyond academic achievement</b>	<ul style="list-style-type: none"> <li>Forensic use of attitudinal and behaviour data to develop bespoke interventions for students</li> </ul>	Fixed term exclusions to be <1.5% Student satisfaction survey feedback to be 'outstanding'
	<ul style="list-style-type: none"> <li>Consistent application of the behaviour policy by all staff</li> </ul>	
	<ul style="list-style-type: none"> <li>Develop bespoke curriculum opportunities for this group of students when it is required</li> </ul>	
	<ul style="list-style-type: none"> <li>Develop a character, culture and well-being strategy</li> </ul>	
	<ul style="list-style-type: none"> <li>Introduce the 'Tadbacc' to recognise students' wider achievements in KS3</li> </ul>	