

SCHOOL IMPROVEMENT PRIORITIES

The School Development Plan for 2019-2020 has been developed through collaboration with all members of the school community. It comprises 5 areas: Community, Achievement, Reputation, Employability and Wellbeing. The School Development plan is underpinned by Phase and Subject Development Plans, including for the Sixth Form provision.

	Whole School Focus:	Detail	SLT Lead	Measures	Review
C	To strengthen our community outreach ensuring our students develop their Cultural Capital, including by achieving Rights Respecting School Gold Accreditation and Learning Outside the Classroom Bronze Accreditation. PERSONAL DEVELOPMENT	At SLT level to promote engagement with our local church, park, heritage, residents and charities, ensuring that our students develop their sense of community.	Lucy Davey Jon Davey	Record of Cultural Capital events	Half termly review of activities
A	To embed effective short term EHCP targets for each student across the curriculum and ensure students are aware of their own targets and how to progress. QUALITY OF EDUCATION	To set 3 targets per student based on pathway (SfE minimum 2 academic, SfL minimum 2 RISE). To focus on one child each week, annotating work based on their specific targets. To feedback once a term on progress against the target as appropriate to the subject.	Natalie Taylor Helen Morris	Target Tracker	Termly collection of data Parent meetings
R	To develop our alumni network of former students to increase opportunities for work experience and employment, and to support our careers education programme. QUALITY OF EDUCATION (SIXTH FORM PROVISION)	At SLT level to make contact with former students to arrange a networking event during the spring term. Build on this network to create opportunities for work experience and external speakers. Throughout the school develop the concept of alumni support by having older students as mentors.	Mike Wood Rob Watkins	Spring Term Alumni Event / Student Leadership	Half yearly review
E	To embed careers education throughout the school in line with the Gatsby Benchmarks, in particular by developing students' interview skills. PERSONAL DEVELOPMENT (SIXTH FORM PROVISION)	Hold a Careers Week in March, alongside Work Experience placements and careers interviews. Subjects and phases to focus on questioning through 'Check and Stretch' to help students develop their interview techniques. Careers to be a particular focus of Skills for FE Pathway Assemblies.	Louise Cooper Ruth Duggan Allison Grainger	Careers Week and WEX Feedback	10 days per year of specific careers, advice and guidance support
W	To further demonstrate our commitment to student and staff wellbeing, in particular by valuing staff as professionals responsible for the own professional learning. LEADERSHIP AND MANAGEMENT	To use the Staff Development Lead to ensure staff receive the bespoke training they need, to offer Triad Training to our strongest teachers and close SLT Line Management and Support for our trainee teachers. The use of effective Line Management meetings to shape the CPD offer and regular "Shout Outs" to staff so they know their strengths. Continued focus for students on a Trauma aware school, therapeutic support and use of praise.	Joe Shepherd Lucy Davey	CPD Offer / Staff Survey / Student Survey / Parent Survey	Weekly TES schedule and review at SLT Meetings