

Whole-School Development Plan 2017 - 2018

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| <p>LEADERSHIP & MANAGEMENT</p> <ol style="list-style-type: none"> 1. Newly-appointed Headteacher and Deputy Headteachers are successful in their new roles whilst ensuring middle leaders continue to be upskilled as a significant tier within the whole-school management structure 2. Ensure departments are well supported to deliver the reformed GCSEs 3. Rigorous accountability and appraisal cycle ensures teachers, support staff and leaders at all levels are accountable 4. Offer effective and appropriate CPD opportunities to all staff, relevant to career stage & role within school, with the primary focus on improving the overall quality of teaching & leadership 5. The Teaching & Learning Team to continue to raise Quality of Teaching through innovative practices, challenge and support 6. Newly-created Lead Practitioners are accountable for their projects and have demonstrable impact for students 7. Establish on-site alternative provision 8. Governance; improve the role of the governing body to enable greater challenge and accountability in addition to greater consultation with stakeholders 9. New Admissions Policy for 2019/20 10. Improve communication regarding key cohorts and individuals to ensure full staff awareness 11. Broad and balanced curriculum (curriculum intent) 12. Site projects (a) gym; (b) 2 x maths classrooms; (c) staff toilets | <p>QUALITY OF TEACHING, LEARNING & ASSESSMENT</p> <ol style="list-style-type: none"> 1. Continue the focus on typicality of performance, ensuring monitoring is frequent and robust 2. Development of Teacher Learning Communities programme to include back-to-basics approach due to changes in staffing 3. Interleaving approach to curriculum delivery due to reformed GCSEs (where appropriate) 4. Continue to support the development of theory-style teaching in traditionally practical subjects due to the reformed GCSEs 5. Lead Practitioner Programme to support wide range of areas within the development of T&L practice, for example RQT development 6. SECURE programme to support the skills agenda, cultural capital and SMSC 7. Ongoing review of assessments to ensure they are fit for purpose for the new GCSEs 8. Continue to share good practice on a local, regional and national platform as a strong stand-alone academy 9. Extensive, personalised and tailored CPD programme for colleagues at all levels |
| <p>PERSONAL DEVELOPMENT, BEHAVIOUR & WELFARE</p> <ol style="list-style-type: none"> 1. Careers: establish a <i>Career of the Week</i> section on the school website and promote with students and parents/carers and to become a centre of excellence for CIAG 2. Gender awareness focus, to include staff training, gender-neutral uniform policy, accessible toilets, sport-focused rather than gender-focused activities in PE 3. Extension of Behaviour for Learning systems and continued focus on high expectations regarding behaviour inside and outside of lessons 4. Development of roles within the Achievement Team 5. Safeguarding: new on-site security systems to be implemented 6. Ensure equality of opportunity within the curriculum and extra-curricular curriculum for all pupils 7. Parent Forum to take place at least termly 8. SECURE and RESPECT programmes continue to deliver statutory curriculum and SMSC alongside personalised programme based on our own students' needs | <p>OUTCOMES FOR STUDENTS</p> <ol style="list-style-type: none"> 1. School aims to achieve a positive Progress 8 score, resulting from high expectations, high quality teaching, swift intervention and continued support and monitoring 2. Progress of all year groups to be monitored regularly and thoroughly with swift interventions for underachieving students 3. The key groups of students (e.g. the disadvantaged) make progress in-line with or above national averages 4. External review of pupil premium strategy to further support disadvantaged students 5. Lead Practitioners to support achievement through their various projects 6. Improve outcomes for students receiving alternative provision (see L&M point 7) 7. Elevate Education programme to be developed to support study skills required for reformed GCSEs <p>English Language, English Literature & Maths</p> <ol style="list-style-type: none"> 8. Continue to improve rates of progress for all students, building on the success of last year's results in these new GCSEs <p>All other GCSEs (except Law, Product Design, ICT)</p> <ol style="list-style-type: none"> 9. Ensure students are well prepared for the new GCSEs, resulting in progress rates above national averages |