

Vision, Values, Ethos and Strategic Planning

October / November 2021

Vision

To inspire and enable our school community to be great learners and great people.

Strap line

Bringing out the best in everyone

Values

WE VALUE	WE AIM TO
LEARNING	<ul style="list-style-type: none">• Create nurturing, challenging and empowering learning opportunities for pupils, staff and parents
INCLUSION	<ul style="list-style-type: none">• Offer a broad, balanced curriculum that is relevant and accessible for all pupils
ACHIEVEMENT	<ul style="list-style-type: none">• Celebrate the achievements and successes of each individual
COMMUNICATION	<ul style="list-style-type: none">• Ensure everyone has a voice and their contribution is valued
RESPONSIBILITY	<ul style="list-style-type: none">• Secure the accountability of all through distributive leadership, rigorous monitoring and evaluation
REFLECTION	<ul style="list-style-type: none">• Improve future performance through the continuous evaluation of our practice

CREATIVITY	• Try new ideas to continuously raise standards
COMMUNITY	• Foster positive working relationships with parents, multi-agency professionals and the local community
DIVERSITY	• Promote tolerance and respect for individual differences, abilities, needs and beliefs
WELL-BEING	• Create a safe, caring environment in which everyone is healthy, happy and ready to learn
TRANSITION	• Equip pupils and families with the knowledge, skills, independence and resilience to face future challenges
BRITISH VALUES	• We promote democracy, the rule of law, individual liberty and mutual respect.

Ethos

We listen **actively**

We communicate **effectively.**

We respect each other.

We believe in 'High Challenge, Low Threat' (Myatt)

We enable each other.

We find the best in everyone.

We care about each other.

We notice and celebrate uniqueness and individuality.

We promote all our values and vision beyond the school day and into the daily lives of our whole community.

We enjoy our school.

Three Year Strategic Plan

OBJECTIVES		2021/22	2022/23	2023/24
OBJECTIVE 1 Embed the school vision and values into all our work and share the message with the whole school community	ACTIONS	Ratify with pupils, staff, governors and families. Create a visual display at front of school of our vision and value statements. Feed into all external communications including website, newsletters, social media, prospectus, job descriptions and staff handbook. Ensure the values and vision are visible in our curriculum, teaching and learning, safeguarding and child protection policies and their implementation in school.	Maintain and review. Analyse progress through questionnaires statistical data and outcomes. What do we need to alter, change, add?	Maintain and review all actions taken. Update SEF and SDP. Start preparing new strategic plan.
	OUTCOMES	Vision and values are understood and shared by all. Can we easily access the information? Can we discuss and interpret without reference to a written version?	Vision and aim embedded into all elements of school life.	School has taken tangible and evidenced leaps forwards towards excellence.

OBJECTIVES		2021/22	2022/23	2023/24
<p>OBJECTIVE 2 Review the school curriculum, including intent, teaching and learning and development of learning skills to ensure all elements drive our values and vision.</p>	ACTIONS	<p>Full curriculum review to answer the following:- Is our curriculum well defined? Are we teaching the right things? Is there a strong rationale (does it support our vision and values?) Is it sequenced appropriately to allow maximum progress? Is it fully accessible?</p> <p>Development and implementation of a strategy for Literacy, numeracy and GLGP</p> <p>Is the curriculum implemented to a high standard (see good/outstanding criteria) throughout the school?</p> <p>Establish plans and strategy to ensure above within Literacy, numeracy and GLGP.</p>	<p>Review previous objectives.</p> <p>Analyse closely the effectiveness of science, PE, ICT and vocational subjects across all year groups.</p>	<p>Curriculum is broadened to include new vocational subjects and further use of local resources.</p> <p>Consistent review by all staff as peer moderators.</p>
	OUTCOMES	<p>We know that changes have been made that make all our lessons and experiences effective drivers of personalized progress.</p> <p>Staff are skilled and apply the principles of our curriculum intent.</p>	<p>Curriculum is a strong and appropriate promoter of personalized learning across all subjects leading to a fulfillment of our vision.</p>	<p>The hard work pays off and we know that less effort is now required yet effectiveness is as high as it has ever been..</p>

OBJECTIVES		2021/22	2022/23	2023/24
<p>OBJECTIVE 3 To implement and use a record keeping system that offers clear, personalized information about the pupil, evidence of progress and supports the key concept of Assess, Plan, Do, Review</p>	ACTIONS	<p>Implement and train staff on 'Earwig' an online program that fully enables the demands of the objective.</p> <p>Ensure 100% understanding and use amongst staff.</p> <p>Monitor half termly for use and effectiveness (ie is it fulfilling this objective?).</p> <p>Support where shortcomings occur.</p>	<p>Develop a system for all staff to review and support each other through a staff moderation process.</p> <p>Earwig embedded in school practice.</p>	<p>Two year review of what it has achieved.</p> <p>Implement any enhancements from developers.</p> <p>Staff trainers in place.</p>
	OUTCOMES	<p>Evidence based record keeping system. Clear and enhanced personalized progress. Standards and achievement driven higher.</p>	<p>Staff trusting in process and valuing it as a key part of excellent practice.</p>	<p>Standards across all elements of school practice are improved.</p> <p>90% of pupils go into employment, apprenticeship, internship or vocational course.</p>
<p>OBJECTIVE 4 All staff fulfill all objectives effectively on their appraisal including their own personal achievement objective.</p>	ACTIONS	<p>Plan a CPD objective on every staff member's appraisal objectives that will fit directly into this strategic plan or SDP.</p> <p>Plan one year of implementation.</p> <p>Populate Bluesky online appraisal and CPD system ready for whole school training next Summer (staff need to be engaged and interactive)</p>	<p>Bluesky online system fully operational, all staff clear on use.</p> <p>Staff engaging on short and long term training.</p>	<p>Staff training colleagues in key areas.</p> <p>School clearly excelling in teaching and learning, specialized support and personalization.</p>

OBJECTIVES		2021/22	2022/23	2023/24
	OUTCOMES	<p>Increase in staff engagement and SLT enablement in personal and whole school training.</p> <p>Staff and school become more skilled in achieving excellence every day and in long term goals.</p>	<p>Online Bluesky system becomes an effective working tool that links appraisal and CPD to SDP and strategic plan.</p> <p>Further specialist training in key areas. Staff become experts in key areas.</p>	<p>Outreach training from our specialist staff.</p>
<p>OBJECTIVE 5 Establishing governing board as a fully compliant organization and highly effective drivers of excellence for all elements of the school.</p>	ACTIONS	<p>Full review from NGA.</p> <p>Analysis of NGA action plan.</p> <p>Creation of a strategy for FGB development.</p> <p>Dovetail strategy into school SDP.</p> <p>New board members are fully inducted and fully aware of workings of school.</p>	<p>FGB members become skilled and knowledgeable in their particular areas.</p> <p>School is consistently challenged and driven forwards.</p> <p>Sub committees feed effectively into main FGB.</p> <p>No vacancies.</p>	<p>Board is a confident and effective organization and fulfills all the criteria for excellence within Governors Handbook and Ofsted leadership and management.</p>
	OUTCOMES	<p>All members have a commitment and clarity on next steps and long term goals to develop the board.</p> <p>School staff understand the direction the board is going.</p> <p>Key curriculum areas are developed because of FGB actions.</p>	<p>Board has evidence that their work is improving the school.</p>	<p>Maintain position and develop areas of excellence.</p>

OBJECTIVES		2021/22	2022/23	2023/24
<p>OBJECTIVE 6 School building is extended to include up to six new classrooms, a new hall and dining area, new sport facilities, larger staff areas and two meeting rooms.</p>	ACTION	<p>Work with LA to analyse and develop a set of plans produced by Contour architects in October 2021.</p> <p>Develop plans that meet the needs of the growing school through statistical analysis of space and demand.</p>	<p>Work with LA to secure funding and commitment to change.</p>	<p>Building completed.</p>
	OUTCOME	<p>Plans in place that meet all the areas listed in the objective.</p>	<p>Ensure our aspirations can meet LA budget and come to a practical and appropriate way forwards.</p>	<p>Wow!</p>