	Teaching and Learning	**Staff Development**
Target	*To continue to develop and refine our ability to deliver the highest quality of teaching and learning opportunities, to meet the needs of all learners.*	*To ensure that all staff have access to high quality CPD opportunities that enable us to maximise our pupils' potential.*
Autumn Term	By Dec. 2019, we will have reviewed the pilot for assessing progress in IEPs. HD/SP By Dec. 2019, we will have reviewed the process, support and systems (inc. EHCPs) for transition to Post 19. DC By Dec. 2019, we will have reviewed the capacity and staffing required to provide opportunities for work experience and work related learning. AM/ND By Dec. 2019, we will have reviewed and revised the AR template and process, taking into account statutory requirements and the views/needs of all stakeholders. HD/HK By Dec. 2019, we will have initiated a review of the extent to which the structures, systems and approaches facilitate optimum outcomes, in line with the revised curriculum for Post 16, for students across the attainment spectrum. Subject Leaders	By Dec. 2019, we will have reviewed staff skills and knowledge for teaching e-safety. EP By Dec. 2019, we will have reviewed and revised approaches for how we extract useful summary information from lesson observation records. SK By Dec. 2019, all teaching staff will have received training in the use of CPOMS and we will have decided if additional staff require training. HD By Dec. 2019, all staff will have participated in INSET on PODD and identified next steps required for further training. LH/CH
Spring Term	By April 2019, we will have developed a plan of action in response to the review of the capacity and staffing required to provide opportunities for work experience and work related learning. AM/ND By April 2020, we will have planned and delivered a whole school curriculum day. KA By April 2020, the Student Council will have reviewed the definition of bullying and how it is dealt with within the context of how their emotional well-being is supported at FWS. Student Council	By April 2020, we will have created an action plan for ongoing staff training in the use of PODD. LH/CH
Summer Term	By July 2020, we will have extended the pilot of PODD, including the sharing of good practice. LH/CH By July 2020, we will have reviewed the extent to which the structures, systems and approaches facilitate optimum outcomes, in line with the revised curriculum for Post 16, for students across the attainment spectrum. Subject Leaders	By July. 2020, the action plan will have been implemented for ongoing staff training in the use of PODD. LH/CH By July 2020, we will have piloted a new system for extracting useful summary information from lesson observation records. SK By July 2020, we will have implemented the necessary action points following the DPO audit. MM

School Development Plan 2019 - 2020

Premises and Learning Environment	Finance, Administration and Governance	Community Links and Inclusion
To ensure that the school provides a stimulating and dynamic place in which to learn.	*To ensure that the school has robust financial and administrative systems and strong governance.*	*To continue to develop inclusive opportunities within wider communities and to break down barriers for children and young adults with SEN.*

By Dec. 2019, we will have created a costed plan for phasing out and replacing with suitable alternatives all portable hoists.
HK/CH/JM

By Dec. 2019, we will have reviewed the staff toilet facilities and identified priority areas for repair and renewal in order to bring them to an acceptable standard.
YG/CA

By Dec. 2019, we will have identified the funding required to implement PODD.
SK

By Dec. 2019, we will have reviewed and evaluated how best to celebrate pupil achievements using multimedia.
AH/LVS

By Dec. 2019, we will have audited our pupils' encounters with employers and employees and their experiences of the workplace, and will have developed a system for ongoing recording throughout their school career.
AM/ND

By April 2020, we will have identified possible funding sources for additional hoists.
HK/CH/JM

By April 2020, we will have produced a costed action plan for renovation of staff and pupil toilets.
YG/CA

By April 2020, we will have reviewed all contracts in order to ensure we are securing 'best value'.
SK

By April 2020, we will have resourced a suitable option for celebrating pupil achievements using multimedia.
AH/LVS

By April 2020, we will have identified local businesses and our choice of engagement with them (income, advertising, request for support with CEIAG provision, support with school business needs).
AM/ND

By April 2020, we will have developed a plan to enhance our CEIAG provision across the school and begun to record encounters for each pupil.
AM/ND

By July 2020, we will have reviewed the effective use of all rooms and spaces, taking into account priority areas for overhead hoists and tracking, and identified possible low cost, high impact changes in order of priority.
MM/CT

By July 2020, we will have reviewed all policy documentation in order to identify the extent to which it serves decision-making processes and will have removed extraneous documents or elements.
SK

By July. 2020, we will have trained staff to ensure consistency when sharing outcomes using multimedia.
AH/LVS

By July 2020, we will have created a system to oversee and maintain local business engagement to avoid duplication of requests and ensure annual school contact with key local businesses.
AM/ND

By July 2020, we will have begun to enhance our cross-school provision of encounters and experiences of work places, in order to aim to meet Gatsby benchmark 5 by statutory deadline of Dec. 20.
AM/ND