



Specialism

Inset

Review and Evaluate

Resources / Equipment

Staffing

LA Support

Other

### 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. 2023, we will have implemented an SSP approach across the school, having agreed consistent adaptations resulting from the pilot of Little Wandle, including its application in KS4&5. LH / AH

By Dec. 2023, we will have shared any relevant knowledge acquired at the "Thinking Differently about Behaviour" conference. NM-C / LH

By December 2023, we will have delivered a whole school INSET with particular reference to the effective use of Numicon. MM / LHo

By December 2023, we will have reviewed and evaluated processes and resources for new Midday Carer induction and mentoring. LK

By Dec. 2023, we will have implemented agreed changes to the systems, structures and processes within post-16 education. GC

By Dec. 2023, we will have created an action plan to broaden the use of EFL for record-keeping. HD / KA / EP

By Dec. 2023, we will have created a progression guidance document for DT. CT

By December 2023, we will have reviewed the Staff Handbook, considering adding in a section on respect at work. MM / JS

By December 2023, a staff well-being working party will have identified key areas for development CH / JS / AB

Spring Term

By April 2024, we will have ensured the consistent application of agreed changes to the systems, structures and processes within post-16 education. GC

By April 2024, we will have reviewed IMPs for Behaviour and the Behaviour Policy to determine whether they reflect current practice and promote consistency, and to create an action plan. NM-C / AH / HD

By April 2024, we will have developed a working party to explore Respect at Work. MM / JS

By April 2024, we will have reviewed and evaluated processes and resources for new Teacher induction and mentoring. LK

By April 2024, we will have created a costed action plan for the implementation of Duke of Edinburgh Award Scheme (Bronze) over a three year period. AM

By April 2024, we will have planned and delivered a whole school curriculum day that links to WBD. LK / RN

By April 2024, we will have gathered and reviewed options for developing approaches for the collation, analysis and presentation of information on achievement and progress.

By April 2024, we will have reviewed changes to working practices as a result of upgrades to the school's cybersecurity. MM

By April 2024, we will have delivered staff training on the potential of Google docs for file sharing. CT

Summer Term

By July 2024, we will have finalised the operational plan for the implementation of Duke of Edinburgh Award Scheme (Bronze), including how each of the four sections can be met. AM

By July 2024, we will have created an action plan for developing approaches for the collation, analysis and presentation of information on achievement and progress. HD / KA / EP

By July 2024, we will have updated the Staff Handbook with an additional section focussed on Respect at Work. MM / JS

By April 2024, we will have reviewed and evaluated processes and resources for new CSO induction and mentoring. LK

By July 2024, Little Wandle, with agreed FVS adaptations, will be consistency applied across the whole school. LH / AH

By July 2024, we will have implemented stage 1 of the action plan to broaden the use of EFL for record-keeping. HD / KA / EP

By July 2024, we will have reviewed and evaluated systems and processes for planning and delivering Educational Visits. HI / KB

By July 2024 to have created a costed action plan to develop how we support staff well-being. CH / JS / AB

# School Development Plan 2023 - 2024

Premises and Learning Environment	Finance, Administration and Governance	Community Links and Inclusion
<p><i>To ensure that the school provides a stimulating and dynamic place in which to learn.</i></p>	<p><i>To ensure that the school has robust financial and administrative systems and strong governance.</i></p>	<p><i>To continue to develop inclusive opportunities within wider communities and to break down barriers for children and young adults with SEN.</i></p>
<div data-bbox="95 515 316 734" style="border: 1px solid black; border-radius: 50%; padding: 10px; margin-bottom: 20px;"> <p>By Dec. 2023, we will have produced a costed action plan for ceiling lighting (sensory) in pool. JW</p> </div> <div data-bbox="207 810 520 943" style="border: 1px solid black; padding: 10px;"> <p>By Dec. 2023, we will have reviewed the management of the library and created an action plan for the sustained running of it. RG / LHo</p> </div>	<div data-bbox="676 506 1007 669" style="border: 1px solid black; padding: 10px; margin-bottom: 20px;"> <p>By December 2023, we will have reviewed whether we have sufficient ICT licenses for the effective and efficient delivery of learning and the development in resourcing. SK</p> </div> <div data-bbox="580 754 963 943" style="border: 1px solid black; padding: 10px;"> <p>By Dec. 2023, we will have reviewed and evaluated the financial cost of absence and considered the impact on learning, to determine whether recruiting additional staff is more cost effective and review ways to reduce absence. AB</p> </div>	<div data-bbox="1150 528 1485 645" style="border: 1px solid black; padding: 10px; margin-bottom: 20px;"> <p>By December 2023, we will have reviewed and evaluated current inclusion links. HJ / RN</p> </div> <div data-bbox="1086 712 1361 987" style="border: 1px solid black; border-radius: 50%; padding: 10px;"> <p>By December 2023, we will have explored possibilities for student interest led clubs with visiting instructors or sports coaches. Student Council</p> </div>
<div data-bbox="68 1055 309 1290" style="border: 1px solid black; border-radius: 50%; padding: 10px; margin-bottom: 20px;"> <p>By April 2024, we will have produced a costed action plan for the renovation of 1fg and 2fg toilets. CA</p> </div> <div data-bbox="129 1346 416 1529" style="border: 1px solid black; padding: 10px;"> <p>By April 2024, we will have reviewed the previously created costed action plan for the prioritised improvements to learning / play facilities in the secondary playground. CS / AK</p> </div>	<div data-bbox="624 1055 860 1290" style="border: 1px solid black; border-radius: 50%; padding: 10px; margin-bottom: 20px;"> <p>By April 2024, we will have identified sources of support for the recruitment of school Governors. ND</p> </div> <div data-bbox="560 1346 820 1603" style="border: 1px solid black; border-radius: 50%; padding: 10px;"> <p>By Feb. 2024, we will have put in place a costed plan in response to the outcome of the review of the cost of staff absence. AB</p> </div> <div data-bbox="799 1238 1034 1473" style="border: 1px solid black; border-radius: 50%; padding: 10px;"> <p>By Feb. 2024, we will have identified funding streams for the action plan for ICT licensing and resourcing. SK</p> </div>	<div data-bbox="1075 1084 1294 1301" style="border: 1px solid black; padding: 10px; margin-bottom: 20px;"> <p>By April 2024, we will have created a Quick Links section on the school website for families to access useful websites. SK</p> </div> <div data-bbox="1262 1294 1501 1529" style="border: 1px solid black; border-radius: 50%; padding: 10px;"> <p>By April 2024, we will have created an 'Aims' document for inclusion to be shared with all stakeholders. HJ / RN</p> </div>
<div data-bbox="277 1686 523 1928" style="border: 1px solid black; border-radius: 50%; padding: 10px;"> <p>By July 2024, we will have implemented the plan for the sustained management of the library. RG / LHo</p> </div>	<div data-bbox="632 1798 963 1939" style="border: 1px solid black; padding: 10px;"> <p>By July 2024, we will have reviewed the the School's Aims and Values document and made any amendments required. ND</p> </div>	