



# **SCHOOL DEVELOPMENT PLAN 2023-2026**

## CHILD-CENTRED PROVISION

	2023-2024	2024-2025	2025-2026
<i>Making decisions that reflect the needs and aspirations of pupils</i>	<ul style="list-style-type: none"> <li>to investigate and further develop strategies to ensure effective communication with pupils</li> </ul>	<ul style="list-style-type: none"> <li>to review and further develop strategies to ensure effective communication with pupils</li> </ul>	
<i>Promoting equality, concern for individual pupils and a respect for diversity</i>	<ul style="list-style-type: none"> <li>to further develop awareness of equality and diversity issues (through the delivery of the revised RSE Curriculum)</li> </ul>		
<i>Developing a culture of achievement, improvement and ambition</i>	<ul style="list-style-type: none"> <li>to review and implement changes to Prize Distribution and Junior Certificate Ceremonies</li> <li>to review and develop the use of earlier targeted intervention strategies to support pastoral and academic needs</li> <li>to pilot Gifted &amp; Talented provision within the Year 13 Enrichment Programme</li> <li>to conduct a review of the Honours Policy</li> </ul>	<ul style="list-style-type: none"> <li>to embed the use of earlier targeted intervention strategies to support pastoral and academic needs</li> <li>to review and embed Gifted &amp; Talented provision within the Year 13 Enrichment Programme</li> </ul>	
<i>Overcoming barriers to learning</i>	<ul style="list-style-type: none"> <li>to review and develop the effective use of Behaviour Management data to overcome barriers to learning</li> <li>to review the whole-school provision and training in relation to the Revised SEND and Inclusion Framework</li> </ul>	<ul style="list-style-type: none"> <li>to further develop the effective use of Behaviour Management data to overcome barriers to learning</li> <li>to embed and implement changes to the whole-school provision and training in relation to the Revised SEND and Inclusion Framework</li> </ul>	<ul style="list-style-type: none"> <li>to embed the effective use of Behaviour Management data to overcome barriers to learning</li> </ul>
<i>Listening to the views of pupils</i>		<ul style="list-style-type: none"> <li>to review and evaluate the effectiveness of student voice to effect whole-school improvement</li> </ul>	<ul style="list-style-type: none"> <li>to implement the recommendations of the review in order to enhance the effectiveness of student voice</li> </ul>
<i>Ensuring pupils follow an appropriate educational pathway</i>	<ul style="list-style-type: none"> <li>to implement changes to the CEIAG provision with regard to Work Related Learning</li> </ul>		
<i>Ensuring the highest standards of pastoral care and safeguarding</i>	<ul style="list-style-type: none"> <li>to investigate the Solihull Approach</li> </ul>	<ul style="list-style-type: none"> <li>to conduct a Pastoral review</li> </ul>	<ul style="list-style-type: none"> <li>to implement the recommendations following the Pastoral review</li> </ul>
<i>Supporting healthy children</i>	<ul style="list-style-type: none"> <li>to continue to develop links with external agencies to support healthy children</li> </ul>	<ul style="list-style-type: none"> <li>to continue to develop links with external agencies to support healthy children</li> </ul>	<ul style="list-style-type: none"> <li>to continue to develop links with external agencies to support healthy children</li> </ul>
<i>Providing a wide range of extra and co-curricular opportunities</i>	<ul style="list-style-type: none"> <li>to review and further develop strategies to ensure the long-term sustainability of the extra-curricular programme</li> <li>to investigate opportunities to develop and promote STEAM</li> </ul>	<ul style="list-style-type: none"> <li>to plan and co-ordinate the celebrations associated with the 80th anniversary of the School</li> </ul>	

## HIGH-QUALITY LEARNING AND TEACHING

	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<i>Providing a broad and relevant curriculum for the pupils</i>	<ul style="list-style-type: none"> <li>to review the KS 4 &amp; KS 5 curricula</li> </ul>	<ul style="list-style-type: none"> <li>to implement changes to the KS 4 &amp; KS 5 curricula</li> </ul>	
<i>Developing Cross-Curricular Skills</i>	<ul style="list-style-type: none"> <li>to embed Year 3 of the whole-school Numeracy strategy</li> <li>to review the whole-school Digital Strategy and develop a 3-Year Plan to further enhance the digital skills of both pupils and staff</li> <li>to review the whole-school Literacy Strategy and develop a 3-Year Plan to further enhance literacy standards throughout the School</li> </ul>	<ul style="list-style-type: none"> <li>to review Year 1 and implement Year 2 of the whole-school Digital Strategy</li> <li>to implement Year 1 of the whole-school Literacy Strategy</li> </ul>	<ul style="list-style-type: none"> <li>to review Year 2 and implement Year 3 of the whole-school Digital Strategy</li> <li>to review Year 1 and implement Year 2 of the whole-school Literacy Strategy</li> </ul>
<i>Using adaptable, flexible teaching and learning strategies</i>	<ul style="list-style-type: none"> <li>to develop the use of Retrieval Practice to enhance pupil outcomes</li> <li>to continue to develop the sharing of good practice to enhance pedagogy and improve pupil outcomes</li> <li>to review and develop the use of earlier targeted intervention strategies to support underachieving pupils</li> <li>to review and further develop the use of digital technologies</li> </ul>	<ul style="list-style-type: none"> <li>to embed the use of Retrieval Practice to enhance pupil outcomes</li> <li>to review the use and effectiveness of earlier targeted intervention strategies to support underachieving pupils</li> <li>to review and further develop the use of digital technologies</li> </ul>	<ul style="list-style-type: none"> <li>to review and further develop the use of digital technologies</li> </ul>
<i>Making effective use of data</i>	<ul style="list-style-type: none"> <li>to further develop and implement the effective use of Behaviour Management data</li> </ul>	<ul style="list-style-type: none"> <li>to amend and further develop the Target Setting process</li> </ul>	<ul style="list-style-type: none"> <li>to implement changes to the Target Setting process</li> <li>to review and implement the effective use of pupil tracking</li> </ul>
<i>Conducting rigorous self-evaluation</i>	<ul style="list-style-type: none"> <li>to further develop a holistic approach to monitoring and evaluating outcomes at whole-school, departmental, and individual teacher level</li> <li>to undertake the self-evaluation of departmental standards</li> </ul>	<ul style="list-style-type: none"> <li>to undertake the self-evaluation of departmental standards</li> </ul>	<ul style="list-style-type: none"> <li>to undertake the self-evaluation of departmental standards</li> </ul>
<i>Supporting learning and teaching through effective staff development</i>	<ul style="list-style-type: none"> <li>to implement a Learning &amp; Teaching training programme to support the development of Retrieval Practice</li> <li>to further develop a training programme for Middle Leaders and aspiring Senior Leaders</li> </ul>		

<i>Implementing effective assessment arrangements</i>	<ul style="list-style-type: none"><li>• to embed effective assessment arrangements to support Learning &amp; Teaching</li></ul>		
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## EFFECTIVE LEADERSHIP

	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<i>Setting realistic targets for improvement (school development planning)</i>	<ul style="list-style-type: none"> <li>to implement the new SDP</li> </ul>	<ul style="list-style-type: none"> <li>to review the implementation of the SDP</li> </ul>	<ul style="list-style-type: none"> <li>to continue to be a self-reflective school and, in consultation with stakeholders, formulate a new SDP</li> <li>to review the implementation of the SDP</li> </ul>
<i>Involving Governors in strategic planning</i>	<ul style="list-style-type: none"> <li>to involve the Board of Governors in the monitoring, evaluating and review process</li> </ul>	<ul style="list-style-type: none"> <li>to involve the Board of Governors in the monitoring, evaluating and review process</li> </ul>	<ul style="list-style-type: none"> <li>to involve the Board of Governors in the new School Development Planning process</li> </ul>
<i>Promoting opportunities for the dissemination of good practice</i>	<ul style="list-style-type: none"> <li>to review the annual programme of Staff Development Days and pilot the use of twilight training sessions</li> </ul>	<ul style="list-style-type: none"> <li>to review the effectiveness of twilight training sessions and implement changes to the annual programme of Staff Development Days</li> </ul>	
<i>Providing opportunities for staff to share in the leadership of the school</i>	<ul style="list-style-type: none"> <li>to encourage and support relevant staff to participate in external leadership training programmes</li> </ul>	<ul style="list-style-type: none"> <li>to encourage and support relevant staff to participate in leadership training programmes</li> <li>to review the role of the Senior Development Team and implement any changes required to ensure effective distributed leadership</li> </ul>	<ul style="list-style-type: none"> <li>to encourage and support relevant staff to participate in leadership training programmes</li> </ul>
<i>Managing resources effectively</i>	<ul style="list-style-type: none"> <li>to continue to review staff workload and wellbeing, e.g. timing of examinations and reporting</li> <li>to further develop a training programme for Middle Leaders and aspiring Senior Leaders</li> <li>to introduce a training programme that further develops capacity within and beyond the Senior Leadership Team</li> <li>to undertake a cost-benefit analysis of the School's legacy computer network</li> </ul>	<ul style="list-style-type: none"> <li>to review and implement changes to the training programmes that further develops capacity within and beyond the Senior Leadership Team</li> </ul>	
<i>Monitoring and evaluating outcomes</i>	<ul style="list-style-type: none"> <li>to further develop a holistic approach to monitoring and evaluating outcomes</li> </ul>	<ul style="list-style-type: none"> <li>to review and develop the role of the Steering Group</li> </ul>	

## A SCHOOL CONNECTED TO ITS LOCAL COMMUNITY

	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<i>Engaging with parents</i>	<ul style="list-style-type: none"> <li>to investigate and further develop strategies to ensure effective communication with parents</li> </ul>	<ul style="list-style-type: none"> <li>to review and further develop strategies to ensure effective communication with parents</li> </ul>	
<i>Encouraging the support of the local community</i>	<ul style="list-style-type: none"> <li>to further develop and implement a community plan for the Third Party Use of the School's premises</li> </ul>	<ul style="list-style-type: none"> <li>to formalise the association with Alumni</li> </ul>	<ul style="list-style-type: none"> <li>to review and further develop links with the Alumni</li> </ul>
<i>Meeting the needs of the community and other schools</i>	<ul style="list-style-type: none"> <li>to investigate and further develop collaborative arrangements with EBALC and other partner schools/colleges in order to enhance learning, training and capacity building [see also EBALC Implementation Plan]</li> </ul>	<ul style="list-style-type: none"> <li>to review and further develop collaborative arrangements with EBALC and other partner schools/colleges in order to enhance learning, training and capacity building [see also EBALC Implementation Plan]</li> </ul>	<ul style="list-style-type: none"> <li>to review and further develop collaborative arrangements with EBALC and other partner schools/colleges in order to enhance learning, training and capacity building [see also EBALC Implementation Plan]</li> </ul>
<i>Developing relationships with outside agencies</i>	<ul style="list-style-type: none"> <li>to investigate funding streams in order to enhance the School's Facilities</li> <li>to investigate and further develop links with outside agencies in order to support the needs of all pupils</li> </ul>	<ul style="list-style-type: none"> <li>to utilise external support in order to plan and co-ordinate the celebrations associated with the 80<sup>th</sup> anniversary of the School</li> </ul>	
<i>Developing internationalism</i>	<ul style="list-style-type: none"> <li>to further develop the Confucius Classroom Programme</li> <li>to investigate and establish links / language exchanges with partner schools</li> </ul>		
<i>Developing environmentalism</i>	<ul style="list-style-type: none"> <li>to establish a pupil working group to focus on an environmental strategy</li> </ul>		