



SCHOOL DEVELOPMENT PLAN 2020-21



EXECUTIVE SUMMARY

QUALITY OF EDUCATION

- To sustain GCSE progress for all above national average and improve towards significantly positive
- To sustain A level progress at national average and improve towards significantly positive
- To continue developing teaching and learning through the CPD programme
- To review the current Key Stage 3/4 curriculum structure
- To develop a consistent, whole school approach to assessment practices
- To assess the use of online learning tools to effectively complement the in-school curriculum
- To instil in students the importance of understanding global issues and cultural awareness

LEADERSHIP AND MANAGEMENT

- To further embed the role of all Leaders within school development
- To continue the process of effective resource management and use, working towards a balanced budget
- To implement and evaluate the support staff development discussions system
- To monitor progress towards full achievement of the Gatsby benchmarks (impact evaluation required)
- To improve equality of access by encouraging a higher proportion of applications from disadvantaged families
- To continue to prioritise staff wellbeing
- To evaluate the current vision and formulate a new vision
- To enhance efficiency of school systems

BEHAVIOUR AND ATTITUDES

- To work with student leadership to implement a revised rewards system
- To develop the use of positive behaviour interventions

SIXTH FORM

- To enhance personal and academic progression for students in vulnerable groups
- To adapt existing post-18 planning and prep to enable students to make competitive applications to aspirational pathways
- To expand our current marketing approach to facilitate year round promotion

PERSONAL DEVELOPMENT

- To implement an in-house system to ensure our students wellbeing and mental health is best provided for
- To continue to develop student leadership opportunities
- To identify opportunities to promote safeguarding within the curriculum

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	PRIORITY	STAFF LEAD	GOVERNOR MONITORING
QUALITY OF EDUCATION	To sustain GCSE progress for all above national average and improve towards significantly positive	To identify and prioritise students of most concern after partial closure using a Settling In TP early in the autumn term. Data analysis to identify students at risk of underperformance throughout the academic year. To investigate the use of funding for academic catch up for the vulnerable students. To establish and evaluate interventions with all leaders. Analysis by HOY, HOD, SENDCo, PP champion. Overall response coordinated by HOY.	At the beginning of the academic year After each Tracking Point	Curriculum	JWG	C&SM
	To sustain A level progress at national average and improve towards significantly positive	To identify and prioritise students of most concern after partial closure using a Settling In TP early in the autumn term. Data analysis to identify students at risk of underperformance throughout the academic year. To establish and evaluate interventions with all leaders. To continue the intelligent use of data in order to identify appropriate use of benchmarking and opportunities for intervention. To refine the year 13 mock exam period to better provide insightful progress measures.	At the beginning of the academic year After each Tracking Point	Curriculum	SLI	C&SM
	To continue developing teaching and learning through the CPD programme	Teams/Individuals to focus on a range of pedagogical skills and strategies to support home learning. To provide an opportunity for 2019-20 staff-led research findings to be shared for 2020-21 implementation.	Autumn Term	Leadership	JAS	P&T
			Autumn Term	Responsibility Assessment		
	To review the current Key Stage 3/4 curriculum structure	To assess the current delivery of Key Stage 4 at year 9. To evaluate the current Key Stage 3 & 4 curriculum balance to ensure the breadth of curriculum is maintained for students.	Completed review – Spring Term Implementation of any changes in 2021-22	Curriculum	DSW DMH	C&SM
To develop a consistent, whole school approach to assessment practices	To keep abreast of any national changes in assessment and how this may impact T&L and use of data within school.	Ongoing 2020-21	Assessment	SLI	C&SM	

		<p>To audit the use of assessment across departments</p> <p>To identify any additional and appropriate evidence-based approaches useful to our context</p> <p>To begin to establish and integrate any improvements through all Key Stages</p> <p>Training for some staff as assessment leads (12 month or 10 week course available)</p>	<p>Autumn Term</p> <p>Completed Spring Term</p> <p>Ongoing 2020-21</p> <p>Summer Term</p>			
	To assess the use of online learning tools to effectively complement the in-school curriculum	<p>Review of good practice used during the 2019-20 summer term.</p> <p>Support departments in transitioning online methods to homework tasks.</p> <p>To explore ways that Teams can be used to support students with long term absence.</p> <p>To complete the transition from the use of ItsLearning to MS Teams as the school's online learning platform.</p> <p>CPD programme to provide support via learning community/leading lights</p>	<p>Autumn Term</p> <p>Spring Term</p> <p>Spring Term</p> <p>Spring Term</p> <p>Ongoing 2020-21</p>	<p>Curriculum</p> <p>Wellbeing</p>	DSW	C&SM
	To instil in students the importance of understanding global issues and cultural awareness	<p>To identify opportunities to broaden student awareness across the curriculum and work with middle leaders to make this explicit.</p> <p>To develop curriculum map drawn from redeveloped Department handbooks.</p> <p>For departments to develop display for their relative curriculum area – to be updated annually.</p> <p>To use student voice to help develop a school response to inequality and discrimination, such as the BLM campaign.</p>	<p>Ongoing 2020-21s</p> <p>Autumn Term</p> <p>Autumn Term</p> <p>Autumn/Spring Term</p>	<p>Responsibility</p> <p>Curriculum</p>	JWG	C&SM

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	PRIORITY	STAFF LEAD	GOVERNOR MONITORING
LEADERSHIP AND MANAGEMENT	To further embed the role of all Leaders within school development	Encourage all leaders to select a leadership theme to focus on as part of CPD e.g. online learning, assessment, questioning. To provide Leadership development opportunities.	Ongoing 2020-21	Curriculum	LG	C&SM P&T
				Leadership		
	To continue the process of effective resource management and use, working towards a balanced budget	Monitoring of in-house school budgets to identify any potential cost savings through amended practice. Continued lobbying to BCP Forum and EFSA in relation to pupil funding beyond the minimum guarantee. Monitoring of in-year budget and 5 year projections.	Ongoing 2020-21	Leadership	DMH AA	F&P
	To implement and evaluate the support staff development discussions system	Complete training sessions for support staff. To initiate first cycle of reviews.	Autumn Term Spring Term	Leadership	JAS	P&T
				Wellbeing		
	To monitor progress towards full achievement of the Gatsby benchmarks (impact evaluation required)	To train staff about the benchmarks and examples of good practice. Compass Tool review of school. Impact Evaluation to be designed and established. Use of Student Voice to review the impact and action plan developed.	Autumn Term Autumn Term Autumn Term Spring Term	Leadership	JWG JW	P&T
				Wellbeing		
				Responsibility		
				Leadership		
	To improve equality of access by encouraging a higher proportion of applications from disadvantaged families	Review process for targeting PP students in their primary settings, and explore new methods. To further expand the tailored support and promote the generic provision for those most vulnerable to underperformance.	Review – Autumn Term New Methods – Spring & Summer Term Ongoing 2020-21	Leadership	DSW SLI	C&SM
			Responsibility			
To continue to prioritise staff wellbeing	Consider the impact of extended absence from school due to Covid 19. Ensure the wellbeing of staff is considered in all school development and policy decisions. Continue to hold staff wellbeing and workload meetings termly.	Ongoing 2020-21	Wellbeing	DMH	P&T	
			Leadership			

	To evaluate the current vision and formulate a new vision	Working with all stakeholders to evaluate our current vision. Gather input for formulation of new vision. Complete vision for 2020/2025 and share with stakeholders.	Ongoing 2020-21	Vision	DMH	FGB
	To enhance efficiency of school systems	Implementation of updated safeguarding procedures. Present flow chart to staff. Review updated safeguarding procedures Adapt safeguarding procedures if required in, light of review and communicate to staff SENDCo Updated referral process implemented - including key aspects of all roles. Pastoral processes updated and communicated to staff PP requests to be streamlined and the process shared with staff. Review of processes outlined in flowcharts. Review of COVID19 Crisis Management systems	September 2020	Leadership	JWG SLI	C&SM
			December 2020 January 2021	Wellbeing		
			Ongoing 2020-21	Leadership	LG	FGB
			Autumn term			

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BEHAVIOUR AND ATTITUDES	To work with student leadership to implement a revised rewards system	Student leaders to oversee student survey, presentation of results and then support the introduction of modifications to system.	Autumn Term – survey Summer Term – introduce modifications	Responsibility	DSW JAS	C&SM
				Leadership		
				Wellbeing		
	To develop the use of positive behaviour interventions	To assess the current use of the report cards. Provide clearer guidance to staff on using the report system to support students. Update guidance & materials for supporting students in detention.	Autumn Term Summer Term Summer Term	Responsibility	DSW	C&SM
Wellbeing						
Leadership						

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	PRIORITY	STAFF LEAD	GOVERNOR MONITORING
SIXTH FORM	To enhance personal and academic progression for students in vulnerable groups	To build on existing measures by designing a robust one-to-one/small group support programme for those most vulnerable to underachievement.	Ongoing 2020-21	Wellbeing	SLI	C&SM
				Leadership		
	To adapt existing post-18 planning and prep to enable students to make competitive applications to aspirational pathways	To ensure all information, advice and guidance is accessible to all students To introduce an Academic Debate strand to the Enhancement programme To make greater use of the Alumni as a resource of career specific knowledge and support	Autumn Term Autumn Term Spring Term	Responsibility	SLI	C&SM
				Leadership		
				Vision		
	To expand our current marketing approach to facilitate year round promotion	To use modern technologies to raise the Sixth Form profile online and provide greater variety of engagement options To evaluate the benefits of using traditional and/or modern promotional strategies	Ongoing 2020-21	Vision	SLI	F&P

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	PRIORITY	STAFF LEAD	GOVERNOR MONITORING
PERSONAL DEVELOPMENT	To implement an in-house system to ensure our students wellbeing and mental health is best provided for	Staffing structure to be finalised. Appointment of Deputy SENCO and administrative staff. Investigate any immediate changes that can be made to support structure. (post Covid19 delay) Implementation of full in-house provision of Parkstone's Wellbeing and Mental Health support structure.	September 2020	Wellbeing	JWG DMH	CSM F&P
			September 2020	Curriculum		
			September 2021	Vision		
	To continue to develop student leadership opportunities	Student Representatives to be elected. Review of cabinet and committee membership and the roles of Heads of Houses.	Autumn 2020	Leadership	JAS	C&SM
				Wellbeing		
				Responsibility		
	To identify opportunities to promote safeguarding within the curriculum	Complete curriculum mapping of safeguarding opportunities. Anti-Bullying Ambassador roles reviewed and appointed. Online Champion roles reviewed and appointed. Champions to liaise with HoDs & HoY regarding curriculum opportunities. Student Voice review of safeguarding discussions within class.	Autumn Term	Wellbeing	JWG	C&SM
			September 2020	Curriculum		
			September 2020 Autumn Term Summer Term	Responsibility		