

# SCHOOL DEVELOPMENT PLAN 2023-24



Leadership  
Coaching  
Consistency  
Transition  
Innovation  
Impact

## Courage

Equality  
Recruitment  
Independence  
Opportunities  
High Quality  
Learning

## Commitment

Well-being  
Intervention  
Contribution  
Responsibility  
Collaboration  
Inclusion

## Compassion



# OUR VISION

Our Vision and Guiding Principles underpin all that we do to ensure that we provide our students with a holistic education encompassing academic excellence alongside outstanding co-curricular opportunities and pastoral care.

## COMMITMENT      COURAGE      COMPASSION

**At Parkstone we embody the values of Commitment, Courage and Compassion to enable students to adapt and thrive in an evolving world, providing an education that inspires and empowers students to determine and achieve their goals**

### **COMMITMENT**

“Be tenacious and relentless in your curiosity for knowledge”

### **COURAGE**

“Feel confident to achieve your very best and develop your resilience to overcome barriers”

### **COMPASSION**

“You should encourage and care for your peers, value and engage with all cultures and religions in our diverse global community”

## OUR GUIDING PRINCIPLES

- Parkstone will be a seat of exceptional learning where great teachers enjoy autonomy in the classroom to inspire and challenge our able students.
- Very high quality staff development and peer support to facilitate highly effective learning over time.
- Effective feedback to move students forward in their knowledge and skill development.
- Parkstone will achieve amongst the best schools in the country for the national progress measures at GCSE and A Level.
- A positive ethos underpinned by our values of Courage, Commitment and Compassion.
- Personalised support with highly effective intervention to enable equal access to learning.
- Students will have an understanding of global and national diversity and will be well prepared for life in an ever evolving world.
- A strong community supported by the staff and student leadership teams.
- Compassionate, high quality advice and guidance to make informed and confident decisions regarding life after Parkstone.
- Opportunities outside the classroom which provide holistic development.
- To engage in initiatives and charity projects to contribute to the local and wider community.
- A broad, balanced and inspiring curriculum appropriate to Parkstone.
- An inspiring learning environment underpinned by a research culture and reflective practice.
- Our community will have high expectations of everyone in line with our Values and Charter.
- To instill a sense of stewardship towards our local, national and global environment.

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## EXECUTIVE SUMMARY

### CURRICULUM AND QUALITY OF EDUCATION

To continue the development of independent learners through high-quality learning experiences – Curriculum and Student Matters

To enhance the impact of provision and intervention for our SEND, PP, and all other vulnerable groups – Curriculum and Student Matters

### LEADERSHIP AND MANAGEMENT

To refine educational systems to deliver greater consistency in leadership activities and classroom practice – Curriculum and Student Matters

To scrutinise route to transitioning to a MAT – Personnel and Training/Finance and Premises

To continue to prioritise staff well-being – Personnel and Training

To continue the process of effective resource management and use – Finance and Premises/ Personnel and Training/ Curriculum and Student Matters

### BEHAVIOUR AND ATTITUDES

To ensure students embody our school values, positively contributing to our community – Curriculum and Student Matters

### PERSONAL DEVELOPMENT

To develop responsible, respectful, and active citizens – Curriculum and Student Matters

### SIXTH FORM

To enhance our academic ethos with a focus on excellence, commitment and aspiration – Curriculum and Student Matters

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING
<b>CURRICULUM AND QUALITY OF EDUCATION</b>	<b>To continue the development of independent learners through high-quality learning experiences</b>	<ul style="list-style-type: none"> <li>To have a whole school Teaching &amp; Learning focus of metacognition.</li> <li>To develop evidence-based approaches to teaching/learning, enhancing recall and retention of knowledge, supporting independent and resilient learners.</li> </ul>	<b>Ongoing</b>	<b>JAS/DSW</b>	<b>Curriculum and Student Matters</b>
		<ul style="list-style-type: none"> <li>To build on best practice teaching for Literacy &amp; Oracy and develop a whole school approach to teaching Numeracy.</li> <li>Develop a whole school overview to how we teach revision skills.</li> </ul>	<b>Ongoing</b>	<b>DSW</b>	
		<ul style="list-style-type: none"> <li>To ensure the correct use of student planners to support student organisation and parental engagement in student experience.</li> </ul>	<b>September Implementation → Ongoing</b>	<b>ALL LG</b>	

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING
	<b>To enhance the impact of provision and intervention for our SEND, PP, and all other vulnerable groups</b>	<ul style="list-style-type: none"> <li>Review of all existing SEND recommendations (including those within IEPs) for students to ensure consistency of recommendations which are practicable and consistently applied.</li> <li>SEND Team drop ins to review student classroom experience.</li> </ul>	<b>Autumn Term → Ongoing</b>	<b>JWG</b>	<b>Curriculum and Student Matters</b>
		<ul style="list-style-type: none"> <li>High need review meetings fortnightly to ensure impact progress of SEN intervention.</li> </ul>	<b>September Implementation → Ongoing</b>	<b>JWG</b>	
		<ul style="list-style-type: none"> <li>Further grow and develop the working relationship with NHS Mental Health Support Team (MHST) to ensure widest network of support for all students.</li> </ul>	<b>Ongoing</b>	<b>JWG</b>	
		<ul style="list-style-type: none"> <li>Continue to develop effective administrative practices to ensure targeted intervention drawing on all available data streams.</li> <li>Facilitate staff training to enhance teaching of vulnerable groups particularly those with IEPs.</li> </ul>	<b>Ongoing</b>	<b>JWG</b>	
		<ul style="list-style-type: none"> <li>To further develop best practice teaching for SEND/disadvantaged groups, including the regular revisiting of the PACE approach to support staff through scenarios to develop resilient learners.</li> </ul>	<b>Ongoing</b>	<b>JWG/SENDCo</b>	

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING
		<ul style="list-style-type: none"> <li>To continue to innovatively support the progression of underperforming disadvantaged students.</li> <li>To trial the use of education passports for PP students who are most vulnerable to underperformance.</li> </ul>	Ongoing	SLI/NJW	

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING
LEADERSHIP AND MANAGEMENT	To refine educational systems to deliver greater consistency in leadership activities and classroom practice	<ul style="list-style-type: none"> <li>To create and regularly populate a centralised data folder for all Line Management meetings (behaviour, attendance, Tracking Point, calendar overview) to support the integration of quality assurance and standardised agendas.</li> </ul>	September Implementation → Ongoing	JAC	Curriculum and Student Matters
		<ul style="list-style-type: none"> <li>To continue to ensure high level coaching conversations are happening across the school.</li> </ul>	Ongoing	DSW	
		<ul style="list-style-type: none"> <li>To maximise all opportunities to share good practice with all staff.</li> </ul>	Ongoing	ALL LG	

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING	
		<ul style="list-style-type: none"> <li>To introduce strategic collaborative reviews between SENDCo, Pastoral Leads and Lead Practitioner for Wellbeing to review impact specific interventions.</li> </ul>	September Implementation → Ongoing (Termly Review)	JWG	Curriculum and Student Matters	
		<ul style="list-style-type: none"> <li>To fully implement the next stage of the new KS3 assessment approach.</li> </ul>	Ongoing	SLI		
		<ul style="list-style-type: none"> <li>Departments to review their homework provision to ensure all 'Homework at Parkstone' expectations are consistently met, as well as considering any adjustments necessary in light of AI.</li> </ul>	Autumn Term	DSW		
		<ul style="list-style-type: none"> <li>Departments to review their marking policies and consistency of marking across the department ensuring that the whole school feedback expectations from 'Feedback at Parkstone' are consistently used.</li> </ul>	Autumn Term	DMH/DSW		
	To scrutinise route to transitioning to a MAT	<ul style="list-style-type: none"> <li>Continue to proactively investigate the most appropriate models for transitioning to a MAT.</li> </ul>	Ongoing	DMH/GOVERNORS	Personnel and Training	Finance and Premises



KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING	
	To continue to prioritise staff well-being	<ul style="list-style-type: none"> <li>Having well-being and work life balance as primary factors of decision making.</li> <li>Continue to foster a culture of open communication within the school.</li> <li>Encourage regular feedback and suggestions for improving the well-being within Parkstone.</li> </ul>	Ongoing	DMH	Personnel and Training	
		<ul style="list-style-type: none"> <li>To evaluate the use of Employee Assist Scheme as a whole staff support strategy.</li> </ul>	Autumn Term	DMH	Personnel and Training	
	To continue the process of effective resource management and use	<ul style="list-style-type: none"> <li>Monitoring of in-house budgets to identify any cost saving practice.</li> <li>Investigate and implement strategies to aid with staff recruitment.</li> <li>Monitoring of in year budget and three-year projections.</li> </ul>	Ongoing	DMH/AT	Personnel and Training	Finance and Premises
		<ul style="list-style-type: none"> <li>Explore ways to make internal retention from KS4 to KS5 even better and promote further external recruitment.</li> </ul>	Ongoing	DSW/SLI	Curriculum and Student Matters	

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING
<b>BEHAVIOUR &amp; ATTITUDES</b>	<b>To ensure students embody our school values, positively contributing to our community</b>	<ul style="list-style-type: none"> <li>Consistency of expectations, promotion of school ethos and celebration of success.</li> </ul>	<b>Ongoing</b>	<b>ALL</b>	<b>Curriculum and Student Matters</b>
		<ul style="list-style-type: none"> <li>Provide further training for student leaders to develop opportunities to contribute to the community.</li> </ul>	<b>Autumn Term → Ongoing</b>	<b>JAS</b>	
		<ul style="list-style-type: none"> <li>To explore the implementation of projects that aim to further increase the safe culture of the Parkstone Community.</li> </ul>	<b>Ongoing</b>	<b>JAC</b>	
		<ul style="list-style-type: none"> <li>To develop our provision for digital citizenship to include online etiquette, behaviours, and reputation management.</li> </ul>	<b>Ongoing</b>	<b>JAC</b>	
		<ul style="list-style-type: none"> <li>To review and consider the role of the year 9 rewards trial within the whole school rewards system.</li> </ul>	<b>Autumn Term → Ongoing</b>	<b>JAC</b>	

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING
<b>PERSONAL DEVELOPMENT</b>	<b>To develop responsible, respectful, and active citizens</b>	<ul style="list-style-type: none"> <li>To continue to work towards the school's equality objectives.</li> </ul>	<b>Ongoing</b>	<b>JAS</b>	<b>Curriculum and Student Matters</b>
		<ul style="list-style-type: none"> <li>To investigate 'Inspiring minds' type project (Bishop Vesey's Grammar School)</li> </ul>	<b>Ongoing</b>	<b>JAS</b>	
		<ul style="list-style-type: none"> <li>To introduce a comprehensive Student Leadership Programme which supports student-led projects e.g. a wider diversity of societies, opportunities for a 'buddy'</li> </ul>	<b>Ongoing</b>	<b>JAS/SLI</b>	
		<ul style="list-style-type: none"> <li>Continued development of the House System to include more events led by House Heads/Captains to contribute to wider school life.</li> </ul>	<b>Ongoing</b>	<b>JAS</b>	

KEY AREA	OBJECTIVE	IMPROVEMENT ACTIVITIES	TIME FRAME	STAFF LEAD	GOVERNOR MONITORING
<b>SIXTH FORM</b>	<b>To enhance our academic ethos with a focus on excellence, commitment and aspiration</b>	<ul style="list-style-type: none"> <li>To formalise the Sixth Form approach to celebrating success to reinforce positive behaviours.</li> </ul>	<b>September Implementation → Ongoing</b>	<b>SLI</b>	<b>Curriculum and Student Matters</b>
		<ul style="list-style-type: none"> <li>To explore initiatives to reinstate a scholarship culture.</li> </ul>	<b>Ongoing</b>	<b>SLI</b>	
		<ul style="list-style-type: none"> <li>To refine and embed our approach to the UCAS reforms.</li> </ul>	<b>Autumn Term</b>	<b>SLI</b>	
		<ul style="list-style-type: none"> <li>To continue to explore and promote support for social mobility.</li> </ul>	<b>Ongoing</b>	<b>SLI</b>	