

STRATEGIC PLAN ROAD MAP (2024 – 2028)

	By the end of	2024/25	2025/26	2026/27	2027/28
Educational Growth	HIGH QUALITY CURRICULUM AND ASSESSMENT	The school's curriculum model, planning and assessment, across all key stages support students in mastering knowledge and applying their learning	The curriculum is enhanced through super curricular activities and assessments which link topics and stretch learners developing a deep love for subjects studied	Links between curriculum areas are highly developed support project based learning and assessment	Connections with university, charity and business partners enhance the curriculum support students understanding, application and enjoyment
	HIGH QUALITY TEACHING AND LEARNING	Teachers subject and pedagogical subject knowledge is strong, this is underpinned by effective CPD and regular developmental dialogue which impacts positively on the progress and attainment of students.	Teaching practice and pedagogy is supported by the development of a school wide instructional coaching culture that facilitates regular, low stakes, developmental feedback that affects positively on performance.	Staff, across the organisation, are skilled coaches and are able to support the development of practice both within the school and by supporting the delivery of programmes across the system	Leaders and staff are active members and partners in networks of professional development across the system impacting positively on teaching practice within and beyond the school
	HIGH QUALITY SUPPORT AND DEVELOPMENT	As a result of an innovative and effective training programme pastoral care, and tutoring, across the school is highly effective and includes targeted support for the hardest to reach	The school has developed, and implemented, a highly effective pastoral structure which underpins and supports the learning and engagement of all students	Pastoral structures, and support programmes, have been further developed drawing on internal and external expertise for the benefit of learners	The school's highly effective pastoral teams offer support to other(s) in developing practice and engaging hard to reach learners
Organisational Growth	SCHOOL OF CHOICE	Programmes to engage with our partner primary schools, their students and local parents have been reviewed and enhanced maximising investment	Engagement programmes are offered to the wider community and are supported by the community of students, staff and parents	There is a dedicated school team, and self-sustaining PTA in place, as result engagement with the community and parents is high,	The skilled, knowledgeable, community engagement team at the school maintain highly effective programmes and support others to do the same
	EMPLOYER OF CHOICE	Approaches to induction, on boarding, workload, wellbeing and professional development support the recruitment and retention of high quality staff	Sophisticated and innovative approaches to recruitment attract high quality candidates. Wellbeing support and professional development ensures the retention of staff	Enhanced leadership development programmes are in place for all staff which include work shadowing , internship and secondment opportunities	High quality recruitment and retention strategies are in place which ensure that staff are high quality, well supported, well trained and retained
	HIGH QUALITY FACILITIES AND OPERATIONS	The school's facilities are well cared for, maintained to a high standard and support learning. Operating models have been explored to ensure that the school structure is fit for purpose. Software systems have been introduced to support operational efficiency.	The school's high quality facilities generate income which can be used to further enhance learning. New operating structures are being embedded offering high quality support across the school	Further developments have been made to the school's facilities and accommodation to ensure it is well set for the next stage of its development. The school has developed a range of strategic operational partnerships which support operational efficiency, income generation and economies of scale.	The school works in partnership with a range of organisations supporting its growth, operational efficiency and long-term success