

# Gladesmore Community School



## School Development Plan (SDP) Executive Summary [S3]

Last updated : May 2019	Next review : Annual	
Governing Body :		
Status : Guidance	Index : School Improvement	Website : N

**Goal 1: Review, develop and resource a curriculum which offers excellent Quality of Education to all pupils**

<b>1A: Curriculum Intent &amp; Implementation</b>		Group: THY, CBL, KML, UTL, PLN, OBS
QE1.1	(NEW) Refine curriculum vision and structure to provide excellent Quality of Education	<ul style="list-style-type: none"> <li>• <i>Curriculum Vision</i></li> <li>• <i>Curriculum Structure</i></li> <li>• <i>Timetable</i></li> <li>• <i>Quality of Teaching &amp; Learning</i></li> <li>• <i>Formative &amp; Summative Assessment</i></li> </ul>
QE1.2	(REFINED) Revise existing and create new programmes of learning to: <ul style="list-style-type: none"> <li>• Prepare pupils for the demands of the KS4 curriculum and beyond</li> <li>• Achieve our vision for personal development of pupils (linked to Goal 2)</li> <li>• Close the gaps between pupils accelerating progress for all</li> </ul>	
QE1.3	(REFINED) Ensure staff access and share relevant CPD to develop knowledge and ability to deliver the curriculum and to improve aspects of learning, teaching and assessment	
QE1.4	(NO CHANGE) Refine assessment policies and practices to raise achievement and accelerate progress for all students	
<b>1B: Curriculum Impact (Outcomes)</b>		Group: THY, IME, CGM, KML, OBS, UTL, NWS, JIH
QE1.5	(NO CHANGE) Continue the trend of improvement in attainment and progress so that: <ul style="list-style-type: none"> <li>• Attainment 8 is in line with the national average and Progress 8 exceeds the national average</li> <li>• Progress in all subjects is above the national average</li> <li>• Attainment in Mathematics and English is in line with the national average</li> <li>• Ebac Average Points Score is at least in line with national average</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Attainment &amp; Progress</i></li> <li>• <i>Reading</i></li> <li>• <i>Destinations*</i> (updated in Goal 2)</li> </ul>
QE1.6	(REFINED) Implement systems and structures to ensure that students across KS3 make secure progress in all subjects	
QE1.7 LM	(REFINED) Maximise learning time making use of a range of extended hours provision and, in exceptional circumstances, off-site provision	
QE1.8	(REFINED) Develop reading skills ensuring that all pupils read regularly and that, if necessary, pupils close the gap between their Reading Age and their chronological age	
QE1.9	(NO CHANGE) Sustain and develop strategies to close the achievement gap of identified groups	
QE1.10	(REFINED) Improve pupils' independent learning skills with a focus on: <ul style="list-style-type: none"> <li>• Strengthening revision practice</li> <li>• Developing Home Learning as a mechanism for improving Independent Learning</li> </ul>	
QE1.11	(REFINED) Further develop the work of the Raising Achievement Group in order to improve outcomes, close gaps and accelerate progress	
QE1.12	(REFINED) Review and refine data collection to ensure that information collected is both accurate and useful with regard to effective tracking of pupils, clear communication with parents and staff workload	

**Goal 2: Further all round personal development and wellbeing of pupils**

<b>Personal Development</b>		Group: THY, PLN, KML, EDI
PD2.1	(REFINED) Further the personal development of pupils including: <ul style="list-style-type: none"> <li>• Developing the Gladesmore ethos and REACH values</li> <li>• Enabling pupils to access a range of extra-curricular opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• <i>SMSC</i></li> <li>• <i>Character</i></li> <li>• <i>Fundamental British Values</i></li> <li>• <i>Careers Guidance</i></li> </ul>
PD2.2	(NO CHANGE) Build on careers IAG to meet the Gatsby Benchmarks including further refinement of guidance for KS4 and Post-16 pathways	
PD2.3	(NEW) Sustain existing and develop new strategies to monitor and	

	improve the wellbeing of pupils	<ul style="list-style-type: none"> <li>• <i>Healthy Living</i></li> <li>• <i>Citizenship</i></li> <li>• <i>Equality and Diversity</i></li> <li>• <i>Preparation for next stage (updated in Goal 3)</i></li> </ul>
PD2.4	(NEW) Continue to develop the PSHE curriculum as a core element of our personal development strategy including: <ul style="list-style-type: none"> <li>• Preparing for the introduction of statutory RSE (September 2020)</li> </ul>	
QE1.13	(NEW) Improve accuracy and comprehensiveness of student destinations data post-16	

### Goal 3: Further improve behaviour and attitudes of pupils

<b>Behaviour &amp; Attitudes</b>		Group: THY, EDI, ERD, GOR, KML, LBY, SBE
BA3.1	(NO CHANGE) Implement strategies to achieve: <ul style="list-style-type: none"> <li>• Attendance above 95%</li> <li>• Unauthorised absence below 1%</li> <li>• High levels of punctuality</li> </ul>	<ul style="list-style-type: none"> <li>• <i>High Expectations,</i></li> <li>• <i>Attitudes to Learning</i></li> <li>• <i>Behaviour</i></li> <li>• <i>Exclusions</i></li> <li>• <i>Attendance</i></li> <li>• <i>Bullying</i></li> </ul>
BA3.2	(REFINED) Deepen commitment to our ethos and REACH values as a means to improve behaviour and attitudes	
BA3.3	(NO CHANGE) Raise expectations and reinforce procedures to support excellent behaviour for learning <ul style="list-style-type: none"> <li>• Further develop the work of the Behaviour Improvement Group (BIG)</li> <li>• Refine commitments to commitment monitoring systems and strategies to improve commitment</li> </ul>	
BA3.4	(NO CHANGE) Strengthen parental involvement to maximise support for learning	
QE1.9	(REFINED) Maximise learning time making use of a range of extended hours provision (SHINE and Saturday School)	

### Goal 4: Prioritise effective safeguarding of pupils at all times

<b>Safeguarding: Leadership &amp; Management</b>		Group: THY, GOR, KML, PJS, SNO, EDI
SG4.1	(NEW) All staff aware of and confident to report safeguarding issues so that safeguarding is always effective	<ul style="list-style-type: none"> <li>• <i>Identification and Monitoring of pupils</i></li> <li>• <i>Staff Training</i></li> <li>• <i>Support for pupils</i></li> </ul>
SG4.2	(NEW) Ensure pupils are able to access appropriate support which improves their safety and wellbeing	

### Goal 5: Improve effectiveness of leadership and management

<b>Leadership &amp; Management</b>		Group: THY, CBL, AAE, PLN, KML
LM5.1	(REFINED) Ensure staff appraisal, CPD and associated support effectively furthers school improvement	<ul style="list-style-type: none"> <li>• Vision, ethos and ethics</li> <li>• Staff Development</li> <li>• Staff workload and wellbeing</li> <li>• Off-rolling</li> <li>• Governance / oversight</li> <li>• Safeguarding (see above)</li> </ul>
LM5.2	(REFINED) Ensure that school organisation, policies and practices have regard for staff wellbeing	
LM5.3	(NO CHANGE) Continue effective work with our community, other schools, Moody's Corporation, other sponsors and international partners to achieve the school goals	
LM5.4	(NO CHANGE) Ensure computer technology facilitates effective learning, teaching and school organisation	
LM5.5	(NO CHANGE) Deepen governors' knowledge to support the achievement of school goals	
LM5.6	(REFINED) Sustain partnership with Crowland Primary School to benefit all pupils in both schools	