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**STRATEGIC DEVELOPMENT PLAN 2020-21**

**Our Strategic Development Plan sets out:**

1. Our **Commitment** as a community

2. Our **Vision** and **Long-Term Objectives**

3. Our **Key Priorities for 2020-21**, and details of the actions to be taken in the current year.

Our SDP is reviewed termly by the school community to assess progress being made towards our objectives, to review actions and to plan the next term’s work.

Some priorities will continue throughout the year, with others being changed in response to progress/developments. In doing this we ensure that our SDP is both current and responsive to the school community’s needs.

**Our Vision**

1. T**o be the best teachers/professionals that we can be**: we will strive for exemplary practice, through continuous improvements to our teaching and practice in all aspects of the school and community centre.

2. **To realise the potential in everyone:** we will enable all students to thrive at school and beyond, through an outstanding curriculum and personalised support.

4. **To provide a rich range of learning opportunities and experiences:** through our curriculum, we will support all students to develop as confident, responsible learners and citizens. We aim  to reveal and develop their inner strengths, enabling them to thrive at school and beyond

5. **To deliver outstanding leadership and business support which underpins and enables the community’s work:** we will ensure a focus on the school’s key objectives, ensuring value for money in all areas, without compromising on our high standards

**Roundwood School 2025**

**Our Long-Term Objectives**

We strive to be a school where:

* We offer a world-class curriculum and provision to our students
* The quality of care and development is exceptional and tied into outstanding provision in teaching and learning
* We are all respectful, resilient, and responsible
* Every person is supported to be the best they can be

**All of the above is underpinned by our Outstanding Leadership at all levels.**

**Our key priorities for 2020/21 are :**

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| **1. Our Curriculum**a) We will ensure a coherent and ambitious curriculum plan is implemented for all students.b) We will ensure a broad range of opportunities and experiences to promote students’ personal development c) We will ensure this develops high levels of literacy and numeracy across all students  | **2. Our Classrooms** a) We will ensure learning observations and training enable everyone to strive for further improvements in classroom practice b) We will ensure Roundwood’s values are embedded in our consistent practice  |
| **3. Our Conduct** a)We will ensure consistency in promoting our high standards of behaviour, at all times b) We will recognise, reward and promote respectful, resilient, and responsible behaviour, both within lessons and around the wider school, including in the community centre and therapeutic provisions. | **4. Our Community** a) We will  ensure we actively encourage and enable a healthy work life balance for all staff and students, including more opportunities to interact with colleagues b) We will ensure personalised professional development, for all staff c) We will ensure all of us have an appropriate space in which to work and to learn  |

**Steps to achieving our Key Priorities**

**1. Our Curriculum**

1.1 We will ensure a coherent and ambitious curriculum plan is implemented, including in Learning Family Time.  The curriculum will enable all students to thrive at school and beyond. All stakeholders know, understand, and actively refer to the curriculum plans for the school and all  groups. Quality assurance systems show the effective implementation of the planned curriculum, across all subjects and year groups. Personal Development/Learning Family Time are of consistently high quality.

1.2 We will ensure a broad range of opportunities and experiences to promote students’ personal development. All students will access a rich range of experiences - thus developing knowledgeable, confident, responsible and articulate learners and citizens Extra-curricular participation will look to a target of 70%. An excellent range of trips and opportunities will be on offer, linked to the curriculum.

1.3 All students will access first-class careers education, in line with all Gatsby benchmarks. Curriculum Enrichment, Careers and Trips Budgets (as per Business Plan).

1.4 We will develop high levels of literacy across all students, ensuring those students who need it are provided with additional support. As a school, we will  overcome social disadvantage To ensure all students are exposed to more sophisticated vocabulary and can use it accurately and with confidence Methods of explicitly teaching new vocabulary are embedded within teachers’ daily practice. Reading ages for all students will show accelerated improvement from their starting point at the beginning of the academic year. A robust screening process ensures that students with low literacy levels receive additional support and make accelerated progress.

**Steps to achieving our Key Priorities**

**2. Our Classrooms**

2.1 We will ensure learning observations and training enable everyone to strive for further improvements in classroom practice. We will build a culture of professional learning and improvement (most of the improvements generated by teachers emanate from their own self-evaluation). Staff will engage with their Professional Learning logs and regularly reflect on their teaching practice. Coaching support will be offered by experienced colleagues.

2.2 We will ensure our values are embedded in our consistent practice.

2.3 We will  ensure that each student is getting a consistent daily diet of excellent teaching. We will ensure that teaching practice is in line with current research on what contributes to effective learning and teaching.

**Steps to achieving our Key Priorities**

**3. Our Conduct**

3.1 We will ensure consistency in promoting our high standards of behaviour, at all times. We will ensure consistently exemplary behaviour in our community, and therefore an excellent environment for learning. There will be a consistent application of BfL and Rewards Policy across all classes. There will be a significant budget for behaviour and rewards.

3.2 We will recognise, reward and promote respectful, resilient, and responsible behaviour, both within lessons and around the wider school, to ensure that our students develop the necessary skills to be successful.

3.3 We will ensure a safe, calm and happy school environment, where students are frequently recognised for their efforts and achievements.

**Steps to achieving our Key Priorities**

**4. Our Community**

4.1 We will ensure we actively encourage and enable a healthy work-life balance for all staff and students, including more opportunities to interact with colleagues and support the positive mental health of all community members. We will invest in our staff, ensuring high-quality, sustainable provision for our students. There will be a budget to subsidise the staff social calendar, such as regular ‘shout-outs’ to staff who have supported students, eg a box of chocolates or Fruit Fridays to thank staff.

4.2 We will ensure personalised professional development, for all staff and ensure they are supported at all stages of their career. We will create The Professional Learning programme, which is bespoke and as we develop include staff choice. The Professional Learning programme will includes emphasis on subject specific pedagogy and nurture provision.

4.3 We will ensure all staff  have an appropriate space in which to work and to learn, to promote positive mental health, and enable colleagues to focus on their work

**Steps to achieving our Key Priorities**

**5. Our Leadership**

As headteacher, there will be specific areas of leadership that have a direct impact on **Our Leadership** as an organisation. These are :

5.1 I will ensure sound financial management and strategic planning, to optimise resource allocation whilst maintaining a focus on the school’s key priorities by reviewing current systems, processes and reporting and implementing appropriate changes where necessary.

5.2 I will maximise outcomes for students by ensuring exceptional quality in teaching and learning and a world-class curriculum can be adequately resourced and delivered.

5.3 I will ensure that the catering service provided to students continues to deliver high quality and healthy fare at reasonable cost and in a sustainable manner through regular dialogue between stakeholders (staff / students I will ensure that the ethos of healthy lifestyles continues to be embedded throughout the school, supporting student learning and progress and the development of healthy habits

5.4 I will ensure that the  building and the site have sufficient space to comfortably accommodate the forecast student population going forward. I will ensure the entire community have an appropriate space in which to work and to learn.

5.5 I will ensure ongoing high-quality staffing and that targeted professional development is in place for current and future leaders at all levels.