

# Strategic Plan for Highworth Combined School and Nursery

## 2024-2027



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## Mission Statement:

An evidence-based approach to improving outcomes whilst limiting teacher work load and increasing consistency.

## Values:

- Curiosity
- Achievement
- Resilience
- Relationships

## What is the strategic plan?

The Strategic Plan sets out what we need to do to implement the school's vision, values and aims. It builds on our evaluation of the school's provision, quality, and standards and seeks to anticipate how we will need to improve. The Plan is structured around the four school values that will direct the school's work over the forthcoming years. The governors regularly evaluate and review the progress made against the annual School Development Plan.

## Curiosity

**Aim: To continue to embed the Highworth curriculum offer which supports the development of pupil's curiosity through a broad and ambitious curriculum. This will enhance the personal development opportunities pupils have to gain knowledge about the wider world.**

1. By ensuring that the Early Years (Nursery and Reception) environment and quality of education is of the same high standard as the rest of the school.
2. By ensuring that the trips and visits planned for each group are purposeful and aligned to the strong curriculum offer.
3. By continuing to reflect and refine the broad and ambitious curriculum created to enable ALL children to know more and remember more.
4. For teachers to engage in research to enhance their understanding of cognitive science in relation to pupil development and learning.

## Achievement:

**Aim: To maintain and improve the high levels of progress that children achieve at Highworth through a continued focus on delivering quality first teaching in all areas. To aspire to be in the top 5% of primary schools nationally for progress and attainment.**

1. Continue to review and refine the curriculum offer to ensure it meets the needs of the cohorts of pupils as they come through.
2. For teachers to continue to engage in instructional coaching, that has become part of the school culture and ethos, ensuring that high quality teaching is first and foremost the route to improved outcomes for all.
3. To utilise internal tracking and assessment systems (PiXL) to identify key marginals and support ALL pupils to make more than expected progress.
4. For the school's recruitment, retention policies and processes to reflect the instructional coaching and research-based culture of the school so that all future employees are aligned to this.

## Resilience:

**Aim: To ensure the Highworth child's learning journey provides a platform to develop self-esteem, confidence, and independence to succeed in life. That robust leadership across the school reflects the high expectations of everyone and provides both support and challenge to drive improvement.**

1. Through opportunities in the curriculum to develop Growth Mindset activities to enhance pupils' resilience.
2. Consider financial implications associated with pupil numbers in the ARP and changes to pupil numbers in the local area, ensuring that infrastructure, IT and the school learning environment is enhanced and not hindered.
3. Analyse attendance data to identify barriers to attendance and specific opportunities to build resilience amongst children and families post pandemic.
4. All staff members are supported to achieve well through clear performance management objectives, opportunities for learning and a focus on teacher wellbeing and workload.

## Relationships:

**Aim: To strengthen pupils, staff, and parents' sense of belonging to motivate and inspire children in their learning and increase pupils' future life chances.**

1. Build relationships with parents through further engagement opportunities with a particular focus on improving attendance for a small minority of families following further data analysis.
2. Support teachers to fine tune their skills and enhance the quality of teaching and learning through instructional coaching. Coaches and Coachee develop trusting and supportive relationships.
3. Whole school experiences that purposefully build on pupils learning to provide them with focused opportunities to develop key skills and strengthen community.
4. Maintain an excellent culture of safeguarding with highly trained staff and clear processes and policies, to ensure that pupils and staff work in a supportive and safe nurturing environment.

*These strategic priorities will be further reflected in our annual School Development Plan, breaking down into specific and measurable actions and outcomes.*

*This will be monitored throughout the year by the governing body in meetings and through regular visits to the school.*