

# Costello School – Strategic Development Plan 2017-2020

High Aspirations and Excellence for All: Enriching Lives

## Our Standards



**Our Purpose:** We aim to ensure that our students leave us as happy and healthy citizens with complete freedom of choice post-16

Enrichment	Challenge	Values	Curriculum	Support	Equality
We aim to make the lives of our students better, both now and in the future, through our teaching and care	We aim to stretch student by setting targets within the top 20% of schools in the country	We promote our underlying values in order to make the right decisions and behave in the correct way.	We aim to offer all students a broad and balanced range of academic and enrichment opportunities	We will promote an inclusive environment, ensuring every student receives appropriate care and guidance.	Everyone deserves the same opportunities regardless of their starting point in order to improve their life chances

**Our Context:** We are working in an ever changing environment which offers many **challenges** as well as **opportunities** both now and in the future

Accountability	Recruitment	Finance	Well-Being	Research	Technology	Communities
How schools are judged is in a state of flux. It will take 2 years for comparative data to be made available. Ofsted inspections are now 1-2 days long	Teachers joining the profession is at an all time low with those leaving at an all time high. Retention is a key priority for all schools.	Real time funding is being cut due to increases in Pension and NI contributions and the rising cost of staff.	Teachers mental health and well being is at an all time low due to the pace and amount of change. Support does not meet the demand	Evidence based work is at the forefront of development in schools. Professional reading is essential to improve practice	The digital age has made it easier to share resources and good practice enabling learning communities to reach across boundaries	The strength of the local context within which schools operate is key to their capacity to make progress

**Our Priorities:** We understand our strengths and our areas for improvement and know what we need to do to support our purpose and mission statement

Literacy	Expectations	Assessment + Pedagogy	Diminish the Difference	Responsibility	Stakeholders
A shared cross-curricular approach designed to ensure that all students read to at least their ARE and are able to access learning and exam questions	The 7 core values of the school provide a moral compass for everything we do to create, build and support an open, accepting and adaptive culture	A coordinated approach to the planning and delivery of quality first teaching that will promote impactful feedback focussed improved outcomes for all	Ensure that a students starting position does not predetermine their outcomes. Bring disadvantaged students outcomes in line with their peers and national 'others'	Support, challenge, direction and trust will be at the cornerstone of everything we do to ensure that all staff are encouraged to continually improve	Utilised pro-actively to help shape the future shape and direction of the school. Hold SLT to account through a robust committee and reporting structure
<b>We will do this by:</b> Improved use of the LRC Test readings ages regularly Introducing and monitoring progressive reading initiatives eg DEAR, paired reading etc. Create further tutor groups, where required, to support individuals Develop additional reading zones within school Educate parents on how to support their child's reading	<b>We will do this by:</b> Positively interacting with students Promoting rewards over sanctions Celebrating good work and success Promoting and upholding our 'basic' expectations Enriching our Y7 induction process Improving 'resilience' and 'character' Developing a 'Costello' enrichment offer Improving the school environment	<b>We will do this by:</b> 'GREAT' Teaching approach Effective 'joint' planning Challenging practice that is not 'good' Every teacher knowing their students Meaningful feedback Time in lesson to reflect and respond Timely reporting on progress Evidence based research to improve teaching and learning CPD to support improvement Deep learning designed to 'stretch'	<b>We will do this by:</b> Making disadvantaged students a priority in the classroom Using 'pupil premium' money to improve outcomes through careful planning and evaluation Engaging more students in the act of 'reading for pleasure' Prioritising cross curricular delivery and monitoring of key 'literacy' skills	<b>We will do this by:</b> Developing career plans for all staff Creating shadow structures and succession planning models Using 'performance management' to support self reflection Implementing a CPD offering that challenges and informs Developing a recruitment strategy Retaining our best teachers by investing in them	<b>We will do this by:</b> Planning consultation into key decision making Developing systems to improve day to day communication Increasing the number/effectiveness of information delivery 'touch points' Embedding governance fully in quality assurance Making 'feedback' easier to give Listening more than we talk



### Leadership

A co-ordinated programme of training and development will be used to drive whole school improvement

### Coaching

A triad approach will be developed to support, challenge and unlock individual and collective potential.

### Collaboration

The school will work closely with local educational partners and resolves to continue to seek and share best practice

## Our 'Impact' Promise

We agree to only undertake initiatives that we believe will have positive outcomes. We will evaluate what we do and stop things that are not working. We promise to always consider the effect on student and staff wellbeing of new initiatives.