Highshore School
School Development Plan 2017-18

**Teaching and learning**

- **Pupil progress**
  (SA / PIT)
  To review our systems for measuring pupil progress in the light of national changes.

- **Most able pupils**
  (LH / SC / teachers)
  Ensure that there is the correct level of challenge in planning, delivery and resourcing for our most able pupils.
  Sharing good practice already in school through teacher meetings, peer observations. Track and share progress of these pupils.

- **Learning outside of the classroom**
  (PIT)
  To further develop systems of capturing progress in learning outside of the classroom.

- **Teacher induction**
  (EO / KC)
  Review induction programme with an increased focus on teaching and learning and developing best practise.

- **Pupil Interventions**
  (PIT)
  To further refine our intervention programme so that all pupils are making good or better progress.

- **Collaborative planning**
  (KC / EO)
  Increase opportunities for teachers to work together so planning is more cohesive across the curriculum.

- **Quality of teaching**
  (EO / KC)
  To create opportunities for teachers to work together in order to increase the % of outstanding lessons.

- **Pupil feedback**
  (KC / LH / SC / EC / JM)
  Ensure consistency of feedback by use of formative marking through our regular book looks/ teacher meeting sharing / key team leaders. Develop more systems of pupil self assessment which can be shared across the school.

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**Curriculum Development**

**Computing**
(MB / AN)
To review computing curriculum so that pupils are confident and safe in using social media.
To educate parents in online safety.

**Work Experience**
(NC)
To source appropriate provision for KS3 pupils who are already demonstrating good work skills.
To develop a pre skills WEX curriculum delivered through lunch time / after school clubs.

**Programmes of study**
(KC / JM / EO)
Subject leaders to review planning and delivery in light of national changes.

**Increased pupil numbers**
(EO / KC)
To ensure best use of classrooms and facilities in the light of the increased roll so that all classes have a broad and balanced curriculum.

**SRE**
(EO / KC / JM)
Review content and delivery of SRE programme in the light of national changes.

**Complex Needs**
(EC / EO / KC)
To expand TEACCH programme across more classes to enable increased pupil progress.

**Music**
(KC/ GD)
Expand and review music curriculum and progress data with new post holder.

**Curriculum Review**
(EO / KC)
To review timetable in order to increase time for activities that promote physical wellbeing.

**Sports Development**
(MB)
To achieve Healthy schools silver award through increasing the range of sporting opportunities and linking this with healthy eating and wellbeing.

**Sixth Form**
(JM)
Review curriculum and accreditation offer in the light of the more complex cohort.

**Programmes of study**
(KC / JM / EO)

**Increased pupil numbers**
(EO / KC)

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Staff Development

- **Investors in People**
  (KC)
  All staff to complete a staff skills audit so that staff skills can be fully utilised.

- **Teacher Training**
  (EO/ KC / SB)
  Provide opportunities for support staff to train as teachers through the University of Buckingham.
  School to offer supportive training package and mentoring.

- **Whole School Training**
  (EO/ KC)
  INSET days to be planned so that time can be allocated to skilling up staff in emotional wellbeing.

- **Complex Needs training**
  (EC)
  To send four staff on TEACCH training and to add regular TEACCH good practice sessions in school.

- **Complex Medical Needs**
  (JM)
  Training for colleagues to respond to increased medical needs of the new cohort.

Recruitment
(EO/ KC / Governors)
In light of the curriculum review, recruit teachers with the specialisms and skills needed and provide induction and support.

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School Promotion and Development

Bids
(NC / JC/EO)
More targeted bids to link with the school development plan.

Networking with businesses and community groups
(NC)
To organise business networking lunches and business links day in order to create increased opportunities for work experience and enterprise.

Volunteers
(SLT)
To offer opportunities for volunteering in SaLT / classroom / playground. To develop a training programme for volunteers. To increase website presence re: volunteering.

ICT
(JC/MB/PG)
To upgrade the network and whiteboards so that pupils have more opportunities in the classroom.

Playground
(KC/ JC)
Review best use of a small space. Investigate other potential activities/spaces during play times.

Parent Group
(KC)
To train further parent volunteers and offer more opportunities for involvement in school life.

Website / Twitter
(NC)
To continue to make the website more user friendly for parents. To build more links with other organisations through social media.

Building
(EO / KC/JC)
Review use of teaching spaces in the light of increased cohort.

Parent Partnership
(EO / KC / NDB)
To assist parents in helping their children learn outside of school by organising workshops on key subject areas: Literacy, Numeracy, Computing and PSHE.
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Quality Assurance & Self Review

Pupil Progress data
(SA/ PIT)
Assessment coordinator to work with SLT to present data in a more cohesive and coherent form to make data more accessible to all colleagues and stakeholders

Challenge Partners
(EO / KC)
To take part in a QA review.
To train further colleagues as reviewers.
To participate in Challenge Partners training and develop good practise.
Feedback into school
Develop wider school practise.

Governor development
(SS)
Increase governors finance skills; arrange full governor training on financial management
Later in the year hold a full governors self-assessment session
Conduct elections for parent and staff governors during the autumn term, making clear the need for financial skills

Finance
(SH/SS)/JC
- ensure we develop proposals for a balanced budget
- review school priorities and assess these in line with the budget
- increase income generated through grants/charitable status

Communication, Self Help Skills, Independence
## Highshore School

### School Development Plan 2017-18

<table>
<thead>
<tr>
<th>Code</th>
<th>Name</th>
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<tbody>
<tr>
<td>AN</td>
<td>Ali Naqvi</td>
</tr>
<tr>
<td>EC</td>
<td>Earl Collins</td>
</tr>
<tr>
<td>EO</td>
<td>Eileen Ollieuz</td>
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<td>GD</td>
<td>Gary Day</td>
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<td>Jackie Cheeseman</td>
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<td>Pritesh Ghedia</td>
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<td>Simon Aston</td>
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<td>Shane Holland</td>
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<tr>
<td>SS</td>
<td>Sally Smith</td>
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</tbody>
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