

Theale CE Primary School School Development Plan 2022-24

At Theale CE Primary School the children come first. They are central to every decision made in school. We will ensure that our children are happy and successful. They will grow to be ambitious and resilient and their talents will be nurtured so they become highly skilled. Our children will be courageous and will always behave with integrity.

Vision and Priorities

The children come first.

“I have come that they may have life and that they may have it more abundantly.” John 10.10

Theale CE Primary School, will provide the best academic, creative, spiritual and emotional education that a child can receive. We will strive for excellence in all that we do.

Our school is a place where the children are central to every decision we make. We will ensure our children are safe and successful; they will grow during their time with us to be ambitious and resilient. We are proud that our children are learning to be courageously outspoken, but behave with integrity. The staff and school will be highly effective, well-organised, efficient, and well-resourced. We will provide an exciting and stimulating learning environment and our talented, well-informed teachers will inspire and motivate children, encouraging scholarship, intellectual curiosity, independent thought and effective learning habits. Children will be encouraged to celebrate Britain as a diverse society, have an understanding of social justice, fight against discrimination, provide service for others, and show respectful and well-informed views about their own community and the wider world.

We are a church school, proud to be part of a wider, caring community and our values of love, faith, joy, hope, peace, trust, respect, and integrity underpin all that we do. These values are rooted in our Christian vision which is implemented through our curriculum design, worship, our reflection and prayer spaces and learning ethos and environment. Together this supports us as we help our children to learn key skills and knowledge so they will be able to rise to the challenges, opportunities and responsibilities that future life will bring.

The relationship between children, teachers and families is the cornerstone for security and success for each and every child. The years that the children spend in our school are formative years, when they discover themselves, develop their character, their individuality, their abilities and talents, their interests and their strengths. Through our inspiring and innovative curriculum, we will ensure our children are nurtured, encouraged, developed and praised.

Theale CE Primary School's values, environment and ethos enable all members of the community to be nurtured, to thrive and flourish. The love and care we exemplify, along with the systems and structures in school, ensures everyone grows spiritually, socially, morally and culturally and has the courage to act in a principled way.

Global Aims

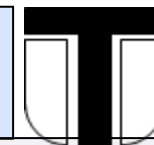
- 1. We will develop as a national centre of distinction ensuring the highest standards of achievement across all areas of learning. We will strive for excellence in all that we do. We will exemplify effective system leadership with a consistency of vision and practice across all our schools.**
- 2. The design, implementation and impact of our inspiring curriculum with rich and varied opportunities will ensure cultural capital is created and all children, particularly the most disadvantaged and those with special educational needs or who are more able, will flourish as healthy and curious individuals. Children's interests and talents will be nurtured and their ambitious aspirations will be realised. Every member of our school community will be safe, learn key skills and knowledge and develop character to enable us to face the challenges and opportunities that future life will bring.**
- 3. Through our Christian vision and embedded school values we will ensure the children grow spiritually, morally, socially and culturally. The love and care we exemplify and the systems and structures in school, will ensure everyone's well-being is protected and all members of the community will have the courage to act in a principled way.**

Key Strategic Objectives

1. To secure high standards of achievement for all children through fully implementing our inspiring, challenging, carefully sequenced curriculum utilising specialist teachers.
2. To identify and address underachievement and gaps in learning, using targeted assessment approaches and high-quality AFL, especially in reading and particularly for disadvantaged, SEND and vulnerable pupils.
3. To deliver highly effective teaching, learning and assessment to deliver the curriculum, using evidence-based approaches.
4. To continue to develop our new learning environment to support our children, reflect our high standards, vision and values.
5. To promote outstanding personal development for all pupils' personal development through our enrichment and the wider curriculum
6. To support the physical, mental and emotional health and well-being of children and staff.
7. To continue to deliver effective support services to vulnerable learners and those learners who have Education Health and Care Plans.
8. To maximise family engagement to maximise their children's learning.
9. To ensure that effective teacher development is central to ensuring our high aspirations and that teachers are equipped with excellent subject knowledge.
10. To ensure the EYFS curriculum provides the strong foundation for learning and achievement in all areas of learning.
11. To exemplify system leadership across schools to benefit all children and provide wide opportunities for staff.

At Theale Church of England Primary School the children come first: they are central to every decision we make. We will provide the best academic, creative, spiritual and emotional education that a child can receive. We will strive for excellence in all that we do.

“I have come that they have life and that they may have it more abundantly.” John 10.10



School Values: love, hope, trust, integrity, faith, peace, joy, respect

Sustaining Excellence

LEADERSHIP AND MANAGEMENT

1. Promote our school Christian vision and values to ensure we strive for excellence, and realise our ambitious aspirations for all children.
2. Sustain our inspirational curriculum design and the use of subject specialists and carefully monitor its implementation and impact.
3. Exemplify system leadership, ensure staffing, systems and structures are in place to provide stability, expertise and capacity to ensure; the highest standards across all our schools, consistency of vision and practice, and value for money.
4. Ensure we are legally compliant, always behave in line with our values and seek expert advice where necessary.
5. Ensure safeguarding, and the teaching of life skills is rigorous including a programme of RSHE so that the curriculum provision, ethos and culture of the whole school prevents any form of discriminatory or unsafe behaviour.
6. Provide clear career guidance and high-quality evidence based relevant training, talent spotting amongst all staff and accelerating and developing leadership opportunities where appropriate. Ensure training for curriculum leaders secures deep subject knowledge and an understanding of their role.
7. Implement robust appraisal procedures for all staff setting ambitious targets for children and staff and ensuring that standards of teaching continues to be the highest priority.
8. Monitor practice across the school, using data strategically and with governors, whilst remaining mindful of staff workload when requesting information.
9. Governors continue to hold leaders to account and ensure clarity of vision and strategy and check rigorously information they are given.

PERSONAL DEVELOPMENT, BEHAVIOUR AND WELFARE

1. Ensure children demonstrate exemplary conduct and excellent learning behaviours and enable children and staff to demonstrate courage, wisdom and resilience in the face of challenge.
2. Teach children to take responsibility for and have pride in their own successes and to be able to celebrate the successes of others.
3. Provide children with opportunities to take risks with their learning, develop cultural capital ensuring they know how to keep themselves safe and healthy and engage with enjoyment in wide ranging situations.
4. Check the children have a high level of trust in staff and there is an open culture encouraging freedom of expression in the school.
5. Develop children's moral compass, sense of justice and understanding of service to others through our enriched curriculum
6. Provide support for vulnerable children including those in receipt of the PPG and their families, to maximise engagement, working with external agencies to ensure opportunities aren't missed.
7. Ensure collective worship and prayer is an integral part of the school and faith is valued.
8. Ensure pupils develop personally and spiritually, are reflective and have a sense of awe and wonder
9. Children have the opportunity to and become more globally aware and engage with other children from different contexts.
10. Proactively provide support and guidance for children and staff to protect their mental health and wellbeing ensuring everyone demonstrates behaviour that is mindful of maintaining a healthy work life balance.
11. Celebrate success at every level thus making it desirable

QUALITY OF EDUCATION

1. Have a clearly defined curriculum rationale and which is understood and articulated by all stakeholders.
2. Ensure our curriculum design is ambitious, knowledge focused, coherently sequenced and carefully implemented.
3. Our curriculum will remain broad and rich, will ensure academic success, develop children's passions and interests and promote their spiritual, social, moral and cultural development.
4. As a school we will employ subject specialists wherever possible.
5. Children will develop cultural capital through the implementation of our rich curriculum and the extra-curricular experiences we prioritise.
6. Our whole school visits to places of interest and experiences will raise children's aspirations and broaden their horizons embedding cultural capital.
7. Assessment across the curriculum is knowledge focused, marking is accurate and effective, resulting in timely action which accelerates progress.
8. Ensure there is an appropriately rigorous focus on reading, writing and maths and teachers embed these skills exceptionally well across the curriculum in a variety of subjects.
9. All children including those who are more able are challenged and develop skills for life.
10. Provide support for parents as well as opportunities for parents to engage with their children's learning both in school and out.
11. Continue to invest in our rigorous phonics programme, ensuring effective implementation results in all children learning to read as quickly as possible.
12. Promote inclusion across our school and more widely; maintain and develop our outstanding provision and outcomes for children with SEND including autistic resource children.
13. Embrace new and emerging technologies to enhance our curriculum provision ensuring all children and staff are able to engage safely.

Focused Priorities 2022-23

LEADERSHIP AND MANAGEMENT

1. Ensure leaders stay up to date with latest research and promote evidence-based approaches to all our practice.
2. Increase our engagement with all staff to continue to check for well-being and workload pressures and act swiftly to address identified issues.
3. Ensure our new specialist teachers and subject leaders are supported and given personalised CPD opportunities
4. Ensure our specialist teachers are given highly effective training to ensure their pedagogy is secure across the whole primary range, check for impact.
5. Use our embedded CPOMS to monitor for patterns and trends and ensure our meticulous record keeping meets the needs of our vulnerable families
6. Develop and formalise our monitoring and evaluation schedule to support governors with their understanding of school performance, allow them to further challenge school leaders and to increase our evidence base of exceptional success and quickly be able to respond to identified areas of development.
7. Work with Governors to continue to develop a scheme of delegation and risk register with clear lines of accountability, taking account of expertise, and avoiding duplication.
8. Continue to develop our new school site, particularly our outdoor provision.
9. Regularly review and update our rigorous Self Evaluation which seeks the views of all stakeholders and is in line with new Ofsted Framework
10. Work with Governors to explore our collective understanding of Multi-Academy Trusts (White Paper) and plan for a successful sustainable future

PERSONAL DEVELOPMENT, BEHAVIOUR AND WELFARE

1. Implement Behaviour Checklists for Children and Staff to ensure clarity of expectations for all children and provide a framework to support staff and ensure consistency or approach across the school.
2. Continue to embed our life skills and RSHE programmes to ensure children are ready for the future challenges life will bring and be able to demonstrate skills and attitudes that will allow them to form positive relationships, participate and contribute to life in modern Britain.
3. Extend and develop our reward systems including topaz and emerald gems for effective group work and collaboration. Provide a progressions map for learning behaviours to support staff and children.
4. Increase opportunities for reflection within the school day.
5. Extend the length of the school day to allow for more time to promote personal development.
6. Design and implement a programme of teaching to broaden pupils' personal experiences to include:
 - Increasing children's vocabulary
 - Poetry and nursery rhymes
 - Art of the great artists
 - Inspirational people
 - Theale mile
7. Increase opportunities for children to share their learning and successes in school.
8. Introduce safeguarding updates and information for families and children.
9. Increase pupil voice activities to check for the impact of our curriculum.
10. Develop the role of mental health leader in school and increase staff questionnaires to check for impact.
11. Ensure our success is shared with our stakeholders and in the public domain.

QUALITY OF EDUCATION

1. Develop subject specific subject rationales as part of our curriculum intent.
2. Further develop staff's understanding of curriculum mapping to support them to link knowledge across subjects.
3. Continue our effective tutoring programme for all children, particularly for those in receipt of the PPG taking meticulous care it does not diminish entitlement for any children.
4. Embed our Rosenshine practice, supporting our new staff to ensure that all teachers "teach to the top" and follow an evidence-based approach to their practice, in line with our curriculum policy.
5. Embed our new assessment policy and link with new monitoring schedule, mindful of teachers' workload.
6. Develop our provision for reading for pleasure and opportunities for our higher ability readers through the development of our library provision for all children.
7. Continue to develop our career guidance, enterprise and leadership skills for all children.
8. Continue to develop children's memory skills and vocabulary to enable their knowledge to be retained over time and used in a variety of situations.
9. Explore ARTS MARK and NACE reaccreditation to recognise our exceptional provision in the Arts and for more able children.