School Development Plan 2023-2028

Main Priorities for the Year 2023-2028:

1. **The Quality of Education and strategic planning to improve progress of all students, particularly those who are SEND, Disadvantaged and more able:**
2. **Learning Development**:
3. **Reading and Writing and Oracy:**
4. **Attendance and Punctuality:**
5. **Students and Staff Well-being:**
6. **The School Environment:**
7. **Staff CPD:**
8. **Digital Strategy:**

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The Radcliffe School Development Plan 2023-2028

The SDP reflects the Main focus areas and priorities of the school identified from both internal and external reviews. It is a live document that is updated throughout the year tracking the current progress towards objectives and adding any new areas of development identified. The document does not attempt to reflect all of the work that it being undertaken throughout the academic year but does represent the key foci. The document is a three-year plan, it will show targets for year 1 and year 3 of our journey.

The document is divided into 5 sections:

1. Leadership and Management
2. Quality of Education
3. Attitudes and Behaviour
4. Personal Development
5. Sixth Form

For each section the is an overall plan and a CTL plan, that should, where possible, link back to the overall plan

To aid tracking each objective is labelled with a unique identifier (KPI No.) prefixed as follows:

- L = Leadership and Management
- Q = Quality of Education
- A = Attitudes and Behaviour
- P = Personal Development
- S = Sixth Form

The Governing Body will review the School Improvement Plan Termly to interrogate further those items that are ranked Amber and Red through the appropriate Sub Committees.

Key:

HT- Headteacher	SLT – Senior Leadership Team	ST – Steve Truan	HFS – Harry Foster-Smith
DHT – Deputy Headteacher	PL – Paula Lawson	CJ – Claire Jones	ADB – Anton De Beer
AHT – Assistant Headteacher	PS – Phil Southwell	TH – Tim Hudson	GS – Gary Stilton
Gov – Governors	JF – Strategic Business Manager	AMS – Ann-Marie Smith	

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Leadership and Management: Main Priority 1: The Quality of Education and strategic planning to improve progress of all students, particularly those who are SEND, Disadvantaged and more able

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
L1,a	Ensure the curriculum intent meets the needs of the students, school and local and global community.	PL	Full Governors	Consistently positive progress score for all students up to Year 13.
L1,b	Quality Assurance systems are rigorous and robust.	PL	Full Governors	
L1,c	Curriculum Intent for all subjects Build on KS2 and effectively sequenced to enable all students to make excellent progress at all levels.	PL/ PS	Full Governors	
L1,d	Marking and Feedback enable students to secure, build and improve learning and knowledge.	PS	Full Governors	
L1,e	The Home Learning Strategy enables students to independently consolidate and build on learning and knowledge.	HFS	Full Governors	Whole school home learning strategy in place.
L1,f	Students are able to recognise the rewards of their efforts for the progress they make.	HFS	Full Governors	Effective curriculum rewards system in place.

Leadership and Management: Main Priority 5: Student Well-Being (Child Protection/Safeguarding)

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
L5,a	A range of methods are used to enable students and parents to confidently access a range of support systems.	PL	Full Govs	All students, staff and parents are confidently using school systems to access support.
L5,b	Evaluate and continually improve the current curriculum offer relating to E-Safety and social media to take account of changing developments.	PL/ PS	QofE	Provide a comprehensive education programme to aim to reduce the number of incidents relating to inappropriate social media use.

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KPI No	Objective /KPI	Lead	Gov Link	2028 Target
L5,c	Programmes enable parents to be confident in supporting their children to keep safe when using e-safety and social media use.	PL/ CJ	QofE	
L5,d	The Mental Health and Well Being whole school strategy and plan supports and promotes the entire school and wider community.	PL/ CJ	QofE	Provide a comprehensive education programme to support students and parents in managing anxiety and wellbeing.
L5,e	Curriculum programmes support students and parents in managing anxiety and well-being.	CJ	QofE	
L5,f	Students are able to develop Self-Regulation strategies to support independence.	ADB	QofE	

Leadership and Management: Main Priority 5: Staff Well-Being

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
L5,g	Staff Workload is constantly evaluated to avoid unnecessary tasks which do not promote student progress.	PL	Full Govs	Workload for all staff is carefully considered and appropriate at all levels.
L5,g	All staff are able to lead and contribute to well-being and workload strategies	PL	Full Govs	A system for effective staff communication is established to enable the school to respond quickly and efficiently.
L5,i	The staffing structure meets the needs of the school, allows succession planning and supports the development of employees.	PL	Full Govs	Opportunities are provided to staff seeking career development to support retention.

Leadership and Management: Main Priority 6: School Environment

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
L6.a	To increase and improve the current 6th Form and Dining facilities	JF	FPP	Section 106 funding build – Phase 4 of Project Radcliffe is complete.
L6.b	To implement renewable energy systems, such as a solar wide scheme	JF	FPP	Carbon footprint and energy usage is reduced.

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		JF	FPP	
L6.c	To improve the sustainability of the school site			
L6.d	Devise and Implement a School Travel Plan to encourage more students and staff to walk or cycle to school.	JF	FPP	
L6.e	Implementation and development of a site wide building strategy	JF	FPP	Building development Plan is constantly reviewed and updated.
L6.f	To investigate and acquire additional funding opportunities to improve and enhance the school site and opportunities.	JF	FPP	Other funding opportunities are utilised.

Leadership and Management: Additional Development Areas

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
L0.a	Communication strategies enable all stakeholders to engage with the full life of the school.	PL	Full Governors	Improved direct communication with parents and wider community.
L0.b	Continually evaluate governance structures to provide the school with effective challenge and support.	PL/CoG	Full Governors	Governance structures are reviewed and fit for purpose.
L0.c	Quality Assurance processes enable all areas of the school to continually improve and develop further.	PL	Full Governors	Quality Assurance processes are reviewed and are fit for purpose.

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KPI No	Objective /KPI	Lead	Gov Link	2028 Target
L0.d	Performance Management systems enable all staff to develop in line with the needs of the students and school whilst promoting career aspirations.	PL	Full Governors	School targets are met

Leadership and Management: Main Priority 7: Staff Continual Professional Development (CPD)

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
L7.a	Staff and Governors are actively involved in CPD to enhance their role, improve student progress and support future aspirations.	PL/ AMS	Full Governors	Every member of staff is routinely accessing CPD relevant to their role.
L7.a	Learning from CPD is routinely shared to enable others within the community to benefit.	AMS	QofE	
L7.a	Teachers' subject and content knowledge is improved in order to enhance the teaching of the curriculum in line with the ongoing curriculum plan.	PS/ AMS	QofE	

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Quality of Education: Main Priority 1: The Quality of Education and strategic planning to improve progress of all students, particularly those who are SEND, Disadvantaged and more able

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
Q1.a	Curriculum content including disciplinary knowledge enables students to make best progress	PS	QofE	Consistently positive progress score for all students up to Year 13.
Q1.b	Sequence of Learning, curriculum links and curriculum content enable students to build knowledge and make progress	PS	QofE	
Q1.c	Curriculum adaptations enable students within specific groups to effectively access the curriculum and make best progress.	PS	QofE	
Q1.d	Cultural Capital is developed within each curriculum area to support students to acquire knowledge and learning.	ST	QofE	
Q1.e	Assessment enables teachers to adapt the curriculum as early as possible to improve progress of individual students	PS	QofE	
Q1.f	Home Learning in each curriculum area supports the consolidation of learning, progress and independence of all students	HFS	QofE	
Q1.g	Marking and Feedback in each curriculum area is effective and enables students to progress.	PS/TH	QofE	

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Quality of Education: Main Priority 2: Learning Development

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
Q2.a	All Students are effectively able to know more and remember more.	AMS	QofE	All staff use cognitive science strategies to support students to know more and remember more.

Quality of Education: Main Priority 3: Reading, Writing, and Numeracy

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
Q3.a	Students reading levels to be at least in line with chronological expectations	AMS	QofE	Year on year reduction of the number of students who are below their chronological reading ages.
Q3.b	A whole school systematic writing strategy is developed and continually evaluated to improve writing techniques of all students.	AMS	QofE	Establish a whole school systematic writing strategy to improve writing techniques.
Q3.d	A whole school oracy strategy is effective and is used to support and improve writing techniques.	AMS	QofE	
Q3.e	Students' numeracy levels are at least in line with benchmarks.	AMS	QofE	Year on year reduction of the number of students who require numeracy support.

Quality of Education: Main Priority 8: Digital Strategy

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KPI No	Objective /KPI	Lead	Gov Link	2028 Target
Q8.a	Students and staff are confident and competent in using iPads to support learning.	ST	QofE	All staff and students are confidently using iPads to support teaching and learning, and progress.
Q8.b	The ICT Network strategy is up to date and continually reviewed to ensure it effectively supports student progress.	JF	FPP/ QofE	The IT infrastructure is relevant and up to date.
Q8.c	The Radcliffe School digital strategy is promoted and is able to lead schools across MK.	ST	QofE	Achieve Apple Regional Training Centre accreditation.

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Attitudes and Behaviour: Main Priority 4: Attendance and Punctuality

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
A4.a	All students to attend above national averages with the number of Persistently Absent students, below the national average.	GS	QofE	For all students to attend above national average and reduce the number of PA students,
A4.b	Key groups of students attend above national averages.	GS	QofE	
A4.c	The need for suspensions is reduced to improve attendance	ADB	QofE	
A4.d	Students are engaged in alternative education provision where they are unable to access mainstream provision.	ADB	QofE	
A4.e	All students attend school on time.	GS	QofE	All students attend school and lessons on time.
A4.f	All students attend lessons on time.	GS	QofE	

Attitudes and Behaviour: Main Priority 5: Student Well-Being

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
A5.a	Students develop positive social skills and are provided with activities to promote positive engagement.	CJ	QofE	Reduction in the number of incidents within social times.
A5.b	High quality lessons are taught to promote students' engagement.	PS	QofE	Reduction in incidents of low-level disruption within lessons.

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KPI No	Objective /KPI	Lead	Gov Link	2028 Target
A5.c	Expectations and routines are clearly reinforced and addressed if not met.	ADB	QofE	Incidents of poor behaviour are dealt with consistently.

Personal Development: Main Priority 5: Student Well-Being

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
P5.a	All students to have the tools to enable them to self-regulate behaviours at all times and in all situations,	ADB	QofE	Self-regulation strategies are used by all staff and students.
P5.b	All students are able to access and participate in extra-curricular activities.	ST	QofE	A core offer of extra-curricular opportunities is in place.
P5.c	All students have the opportunity to be actively involved in school improvement.	ST	QofE	Student experience of the school is improved.
P5.d	All Students are equipped to pursue aspirational and ambitious future pathways.	TH	QofE	100% of students are able to access a range of meaningful employer encounters.
P5.e	Bullying is not accepted, but strategies are continually developed to identify if it happens and is easily reported. The number of incidents of bullying via social media is reduced.	CJ ADB	Q of E	Incidents of bullying decrease or remain very low.

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Sixth Form: All Priorities

KPI No	Objective /KPI	Lead	Gov Link	2028 Target
S.1	Each subject area adapts, designs or develops a curriculum to be ambitious and meet the needs of students with SEND, Disadvantaged students or the more vulnerable. More Able.	TH CJ	Q of E	Year on year improvements in Average Point Scores for Academic and Vocational qualifications. High quality progression routes are accessible and reflective of current offers.
S.2	To maintain improvements in curriculum and T&L which lead to outcomes for students in BTEC IT, Social Sciences and Art.	TH	Q of E	6th Form students are able to access a wide selection of opportunities to support academic and personal development.
S.3	Continue to provide effective CPD and support for those teaching 6th Form and those outside of their area of expertise, particularly for vocational subject teachers.	TH	Q of E	
S.4	Continue to monitor and evaluate attendance processes of the sixth form	TH	Q of E	
S.5	To continue to improve and expand the current tutor programme and life skills (PSHE/MBVE)	TH	Q of E	
S.6	Review Curriculum Provision exploring local and national vocational options and Work Experience opportunities. Evaluate how we prepare Sixth form students for their next stages of education, employment or training.	TH CJ	Q of E	
S.7	To improve how we celebrate and market the successes of The Radcliffe School 6th Form to improve recruitment and retention of students.	TH	Q of E	
S.8	Ensure Sixth form students are prepared for their next stages of education, employment or training	TH	Q of E	
S.9	Increase the profile of Reading within the Sixth Form.	TH	Q of E	
S.10	Devise a systematic writing strategy that can be used across KS5 to improve academic writing techniques and outcomes.	TH AMS	Q of E	

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KPI No	Objective /KPI	Lead	Gov Link	2028 Target
S.11	Develop the numeracy skills of students, preparing them for their next stages of education, training or employment	TH	Q of E	
S.12	Students are provided with activities to promote positive engagement.	TH	Q of E	
S.13	Develop the independent skills of the students within KS5.	TH	Q of E	

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