

The Helena Romanes School and Sixth Form Centre, 2020-21 school development plan 'on a page'

2019-22: three-year strategic intent

The school will be the first choice for all families in our catchment area, as a result of:

1. ensuring that consistently high-quality teaching **inspires** our students (especially the most disadvantaged) to make **progress** that is better than pupils with similar starting points nationally;
2. reviewing, implementing and developing our **curriculum** to ensure that it provides our students with the required **knowledge, skills, attributes and experiences** to be successful within a continually evolving world;
3. ensuring that the **school site and buildings** reflect our high aspirations for our students (either in our current buildings or on a new site);
4. developing and embedding meaningful links with local stakeholders that place the school at the **centre of the local community** and ensures **high quality transition** for our students both as they join and leave our school;
5. ensuring that the school operates within its financial means and maximises the impact of its funding.

2020-21 whole school priorities

- To ensure that teachers plan learning that provides students with appropriate levels of challenge, and ensures that students are fully engaged and committed to their learning.
- To ensure that the key stage 3, 4 and 5 curriculum is carefully planned, sequenced and appropriate to students' starting points and aspirations
- To ensure that all staff lead and manage students' behaviour (and support school systems) effectively and with relentless consistency, both in and out of the classroom.
- To develop sixth form students' (particularly the most able) resilience and accountability for their own learning.

Leadership and management (DG)

- To further develop monitoring and evaluation processes so that staff are well-supported, and their performance is managed transparently, consistently and effectively.
- To provide curriculum and pastoral leaders with appropriate and personalised training that supports improvements in their overall effectiveness.
- To ensure that local governance structures, protocols, recruitment and training enable all local governors to provide support and robust challenge to school leaders.
- To embed and develop links with local primary schools to improve curricular/pastoral transition and overall student recruitment.
- To ensure that all key aspects of Phase 1 of the new school build are delivered for September 2021 (and Phase 2 progress is on track for September 2022).

Outcomes and curriculum (NF/CMD)

- To ensure that the key stage 3, 4 and 5 curriculum is carefully planned, sequenced and appropriate to students' starting points and aspirations
- To ensure that disadvantaged students and those with SEND make strong progress, and that any differences between them and other students with similar starting points are diminished.
- To ensure that all students' written work is of high quality, and that it reflects the well-sequenced curriculum that they are studying.
- To develop and embed a more robust assessment, reporting and intervention system (including in the sixth form).

Teaching and learning (LVC)

- To ensure that teachers plan learning that provides students with appropriate levels of challenge, and ensures that students are fully engaged and committed to their learning.
- To embed the shared vision for high quality teaching and learning, and ensure that its implementation is supported by high quality CPD
- To ensure that the evaluation of teaching and learning is accurate, robust and supports all teachers to continually improve
- To build strong links with other schools in the trust, that support a continued improvement in standards of teaching and learning.

Behaviour and attitudes & personal development (SE/SBM)

- To ensure that all staff lead and manage students' behaviour (and support school systems) effectively and with relentless consistency, both in and out of the classroom.
- To review and adapt the pastoral structure to ensure that all students are provided with timely and appropriate support.
- To embed and develop effective, well-led whole school systems to manage and reward students' behaviour.
- To review and develop the school's approaches to CEIAG and other student personal development activities.

Sixth Form (DW)

- To develop sixth form students' (particularly the most able) resilience and accountability for their own learning.
- To review and develop recruitment strategies to retain/attract at least 125 students for Year 12 in 2021.
- To develop the role, and increase the impact, of sixth form students across the whole school.
- To provide further, and more impactful, opportunities for sixth form students beyond their academic studies