

## **School Improvement Priorities 2019- 2020**

(Agreed by the Full Board governing body 17 September 2019)

### **Overarching school priority 2019-20:**

*To ensure that all lessons incrementally embrace and demonstrate evidence-informed effective pedagogy to ensure improved progression of skills, knowledge and understanding to realise positive achievement.*

### **System Goals**

To avoid an extensive wish-list the focus will be on 12 golden threads under three broad governance areas. These will represent the core priorities for the school. These should be framed as system goals not traditional goals to ensure an incremental long-term vision for school improvement. Performance management objectives will be drawn from these core priorities.

### **Resources**

1. **Boarding** – establish post-Brexit markets to ensure the financial viability of boarding over the next three years and beyond. AQ SKP
2. **Financial management**- establish a culture of fiscal prudence at all levels to establish long-term financial security. SKP TH
3. **Sixth form** – to ensure the financial viability of Sixth Form by establishing a trend of high-level recruitment of Y11 learners into Y12 and also ensure a high retention rate through to the end of Y13. SKP KJR VSD NH
4. **Governance** – to further strengthen the governing body by actively recruiting governors with specific skillsets or interests to ensure effective oversight. SKP RW

### **Teaching and Learning**

1. **Evidence-informed pedagogy** - Adopting evidence-informed pedagogy across all teachers and those supporting learning to ensure improved progress of skills, knowledge and understanding in all year groups. SLP
2. **Progress of Y11 and Sixth Form** (particular focus on most able, SEN and Pupil Premium) – establish a ‘no zero days’ high level of expectation, challenge, effective subject specific teaching and interventions to ensure incremental progression of these identified groups leading to positive achievement by the end of KS4 and KS5. VSD SF KJR HoDs
3. **Additional needs intervention** – improve the programme of interventions to create a secure foundation of literacy and numeracy skills for less able learners to allow them to access and flourish in a challenging curriculum. PC NH VSD
4. **Curriculum** – to establish a curriculum with the three strands of intent, implementation and impact that provide challenge and progression for all learners in all areas. PW HoDs

### **Boarding and Student Welfare**

1. **Attendance** - to establish collaborative and consistent approaches between Heads of Year, tutors and the school’s internal EWO that systematically reduce the percentage of learners who are absent and persistently absent from school (specific focus on Sixth Form, SEN and Pupil Premium). MB SF HoY
2. **Behaviour** - establish a consistent application of the school’s new behaviour management policy to provide effective behaviour management culture across school. Further supported by a consistent use of the analytical functions in ClassCharts to drive an intelligence-informed approach to changing behaviours. MB JKM HoY
3. **Exclusions** – to establish a new systematic approach to early behaviour intervention among the pastoral and behavioural team to reduce the need for and occurrence of fixed-term and permanent exclusions. MB HoY
4. **Safeguarding** - to further develop a robust and reflective safeguarding culture in school that operates both in line with KCSIE September 2019 but also operationally functions at the highest standards. MB HoY

**Additional areas of focus beyond the 12 core system goals.**

## **2019-2020 goals**

### **Resources**

#### **Environment**

- To work towards being a single-use plastic free school. AS AQ SKP

#### **Staffing**

- To establish a staff well-being group to promote effective working that embeds a work-life balance. NH

#### **Compliance**

- To review GDPR compliance SAH
- To ensure the school website's legal compliance SAH

#### **Communications**

- To develop more effective communication through social media and website platforms. SAH

#### **Stakeholders**

- To better seek and consider the views of parents' views and students. SAH
- To build a De Aston Friends organisation ALM

#### **Facilities**

- Staff work/staff room and meeting room remodelling. SKP AS
- Development of the former Salon area. SKP AS
- Development of the new outdoor social area. SKP AS

#### **Human Resources**

- Reform HR recruitment systems and processes to be even more efficient. NH

## **Teaching and Learning**

### **LTSA**

- To develop the use of LTSA SLE support to target areas (initial focus on maths and MFL). NH
- To further develop our contribution to the LTSA SLE provision (focus on Teaching and Learning and Strategic Leadership). SKP NH

### **Pedagogical development**

- Set up a Teaching and Learning strategy group to lead the development of effective pedagogy. SLP
- Plan and deliver impactful INSET on Teaching and Learning through the INSET calendar. SLP
- Monitor the implementation of the INSET through the Quality Assurance processes. NH and SLP
- Develop a Teaching and Learning newsletter to disseminate key evidence-informed messages on pedagogy. SLP
- Develop a drop-in culture to improve sharing of the most effective practice. NH SLP

### **Curriculum**

- To be the local lead school on curriculum development as part of the Mobilise project. PW

## **Boarding and Student Welfare**

### **Community**

- To launch and embed the new House system. GC JKM
- To improve the catering offer and experience for students. AQ

### **Care**

- To review and improve the poor weather contingency. MB

### **Tolerance and acceptance**

- To further promote the view of Modern Democratic British values and specially to further promote tolerance of diversity religious, gender and sexual orientation diversity. MB

### **Pastoral**

- PSHE – embedding challenge and incremental progression. MB SF HoY
- Upholding uniform standards. MB HoY

## **Careers**

- Establish De Aston's role as a local Careers hub lead school. PW DW

## **Opportunity**

- Further encourage participation in extra-curricular activities and opportunities to give our students chance to grow as young people outside the classroom. VSD

## **Rewards**

- Ensure the reward system is consistently applied across all year groups 7-13 with a specific focus on Sixth Form MB HoY

# **SLT Roles and Responsibilities (September 2019)**

## **Simon Porter (Headteacher) VISION and STRATEGY**

- Securing the strategic direction and development of the school.
- Accountable for the all outcomes in the school.
- Responsible for raising standards and school improvement.
- Responsible for valuing and developing the strengths of the school and identifying and challenging underachievement/ineffectiveness.
- Providing financial leadership for the school.
- Lead in strategic staffing matters.
- Lead in strategic premises matters.
- Teaching and learning overall strategy.
- Securing leadership at all levels which motivates and positively influences staff, learners and parents.
- Facilitating and supporting effective school governance.
- LTSA Executive Headteacher representative.
- Human Resources Group chair.
- Business Leadership Team chair.
- Critical Incident lead.
- Strategic oversight of boarding.
- Principal teaching subject: English teaching.
- Line manager for Leadership Team (including Head of Boarding), Director of Finance, Head's PA, and Head of Sixth Form.

## **Mike Bray (Deputy Headteacher) SAFEGUARDING, WELLBEING, BEHAVIOUR, ATTENDANCE and SAFETY.**

- Behaviour.
- Attendance.
- Designated safeguarding lead.
- Child Protection and Looked After Children.
- Pastoral Curriculum.
- Community liaison.
- Student support and guidance.
- Duty teams - day, lunch and buses.
- Inclusion Unit.
- Transport (buses).
- Principal subject: Physical Education.
- Line manager: Heads of Year 7, 8, 9, 10, 11, inclusion manager , EWO and Premises Manager.

## **Paul Williams (Deputy Headteacher) CURRICULUM, ASSESSMENT and ANALYSIS**

- School improvement plan.
- Timetable.
- Options.
- Curriculum Development.
- Census.
- Assessment development.
- Target setting.
- Data analysis.
- Assessment

- Principal subject: mathematics.
- Careers
- Line manager: science and vocational, modern foreign languages, business and art.

### **Vicky Davies (Assistant Headteacher) INTERVENTION and ACHIEVEMENT**

- Overseeing the achievement of students.
- Project to reform of 6<sup>th</sup> form (with NH)
- Reporting and recording
- Intervention
- Out of hours learning.
- Oversees Examinations.
- Pupil Premium/disadvantaged
- Most able
- Transition oversight.
- Library
- Principal subject: History.
- Line manager: history, technology, social sciences , Exams/Reporting Coordinator and Intervention Support Officers (APR, disadvantaged, most able), Transition.

### **Scott Healy (Assistant Headteacher) COMMUNICATIONS, MARKETING AND IT SYSTEMS**

- Communications strategy.
- School marketing, including the boarding house.
- Calendar.
- Data Controller (for compliance with the Data Protection Act). GDPR
- Internet safety officer.
- School website.
- School award ceremonies.
- Staff ICT training.
- School council
- ICT support for departments.
- Principal teaching subject: Computing.
- Line manager: mathematics (including whole school numeracy), computing, RE, music, drama, Network Manager Marketing and Communications Officers

### **Neil Huddlestone (Assistant Headteacher) STAFFING, TRAINING, QUALITY ASSURANCE**

- Staffing including Human Resources and safer recruitment.
- Project to reform of 6<sup>th</sup> form (with VSD)
- Performance Management /Appraisal.
- CPD/INSET.
- Cover/Leave of Absence.
- Governor liaison.
- Educational Visits.
- Oversight NQT/ITT.
- Teaching and Learning training
- School partnerships.
- Quality Assurance Framework.
- Teaching Alliance liaison.
- Principal teaching subject: Science
- Line manager: SEN, English (including whole school literacy), geography, media , PE

### **Andrew Quinlan (Assistant Headteacher) BOARDING, FIRST AID, CATERING**

- Head of Boarding.
- Nutritional overview and catering.
- Safeguarding lead for boarding. Deputy safeguarding lead school.
- First aid and health plan overview.
- Line manager – Deputy Head of Boarding, Boarding Assistants, Domestic Assistants Boarding, House parents, driver (boarding), laundry assistant, catering, EAL

**SLT Secondment 1 Shelly Futter (HoY 11)**

- Attendance and pastoral curriculum

**SLT Secondment 2 Jonathan Miller (HoY 10)**

- Behaviour and line manager for Head of House post.

**SLT Secondment 3 Sarah Peacock (HoD English)**

- Teaching and Learning development