



DEVELOPMENT PLAN

DATE:	17.01.2022	DATE FOR REVIEW:	May 2022
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OVERALL OBJECTIVES FOR 2021 / 2022

1.	Increase new Governor involvement and understanding of the school, leading to a greater level of challenge and support of the Senior Leadership Team and giving us the confidence to move Leadership and Management to Outstanding.
2.	Further mapping of curriculum subjects within the Pathways curriculum, checking content, sequencing, and rationales. This will give us the confidence to move Quality of Education to Outstanding
3.	Further develop CPD offer so that all staff have a clear plan linked to identified development needs through appraisal that is created collaboratively and is personalised to them. This will give us the confidence to move Leadership and Management to Outstanding.
4.	Embed 2020/2021 objectives – this will drive behaviour, wellbeing, parental engagement and outcomes around engagement.

Objective 1: Develop Outstanding Governor Knowledge and Involvement in Our School (links to Leadership and Management)

Target	Actions	Due date	Responsible	Evidence of impact
All Governors to have an in-depth knowledge of curriculum and assessment	Discuss with Gobs at meeting in October Ensure each Governor visits school once during the first term within their link pathway Review existing form with Exec Head and CoGs	End Term 1 (completed) End half term 1 (completed and on Gov Hub)	SB/AD AD	Governors will be able to describe all aspects of curriculum and assessment systems confidently, and in turn influence the strategic direction of the school. The school offer will continue to develop and pupil outcomes will benefit



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				Form will demonstrate that Governors are asking challenging questions
Governor roles will cover all aspects of the school. Responsibilities will be well understood.	Create a clear list of Governor roles through review with Exec Head and CoGs Ensure Governor roles remain an ongoing focus	End half term 1 (completed) Ongoing - termly	AD SB/AD	Governors will confidently lead on their areas of responsibility during Governors meetings. Govs able to support and challenge the leadership team through an ever-increasing understanding of our offer
Governors are up to date with changes to provision over time	Ensure each Governor visits school three times over the year for their allocated link roles Discuss, review, challenge during Govs meetings	Ongoing, but review in July 2022 Being achieved at time of writing – under ongoing review	SB	Visit records, meeting minutes will demonstrate that we have Governors who know the school very well.
All Governors will participate and make meaningful contributions in Governors meetings	Review existing meeting format with HoS and CoGs Ensure consistent Governor participation and contributions over time	End half term 1 (completed) Ongoing (termly)	SB	Meeting time used more effectively, driving school progress through greater, informed challenge and support

Objective 2: Further mapping of subjects within the Pathways curriculum. Checking content, sequencing, rationales (links to Quality of Education)

Target	Actions	Due date	Responsible	Evidence of impact
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Teacher responsibilities cover the curriculum development needs	Create definitive list of subjects with named link teachers to map provision across Pathways.	13 th Sept 2021 (completed)	AD	List created and shared HEA Teachers attending all Special School Subject Meetings
Teachers have a clear understanding of why/how the curriculum offer is to be mapped	Share objectives and expectations around mapping/rationales with teachers, using the exemplar curriculum information	15 th Sept 2021 (completed)	AD	Professional conversations between staff around subject content. Maps/rationales following exemplar templates.
Every subject will have a map and rationale, evidencing intent, sequencing and impact. Each map will demonstrate that our curriculum has been carefully considered and planned to meet the needs of our learners.	Explain expectations to Teachers	29 th Sept 2021 (completed)	AD	All teachers and leaders can articulate and explain the sequence / order of the curriculum.
	Complete all rationales	Ongoing into 22/23	AD/DM	Curriculum provision as outlined in subject booklets seen in practice in classrooms
	Share subject booklets with all staff	Feb Half Term 2022	DM	

Objective 3: Further Develop CPD offer (links to Leadership and Management)

Target	Actions	Due date	Responsible	Evidence of impact
Staff to have knowledge of this aspect of school development	Inform staff of CPD plan on training day	02.09.21 (completed)	AD	Staff demonstrating an awareness of their role in developing themselves, shown



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				through CPD plans and appraisal documentation
CPD to match individual staff development needs	Create CPD conversation scaffolding and plan questions for teachers and for support staff CPD curriculum mapped, reviewed and redesigned to meet staff needs Check staff progress of individual CPD targets from PMR within structured conversations	11.10.21 (completed) July 2022 and ongoing Each half term then ongoing	AD/DM AD/DM AD	Coaching style conversations taking place that lead to personalised CPD. Teachers demonstrate a range of skills to meet the needs of the students in their class. Training is bespoke to each staff member based on identified needs.

Objective 4: Embed 2020/2021 objectives (links to Behaviour and Quality of Education)

Target	Actions	Due date	Responsible	Evidence of impact
Steps is embedded in school culture and practice	Deliver training to all staff Deliver training to parents Create overview video for info Train staff in Step Up procedures as required	01.09.21 End Spring Term End Spring Term (all complete)	DM AD DM DM	Continued improvements in how we manage behaviour shown through a consistently therapeutic approach in managing difficult and dangerous behaviours Continued successes with students demonstrating difficult and dangerous behaviours through case studies and behaviour tracking data



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		Feb 2022 - ongoing		Parental understanding/changes to parenting styles Staff using Step Up procedures consistently
Engagement Steps is embedded in school culture and practice	Deliver training to all staff Create overview video for info Review use in Green and Blue Pathways	01.09.21 End Autumn Term (complete) April 2022	SR DM/SR	Engagement language heard consistently around school Leaders confident to make a judgement on consistent use. Teachers implementing in classrooms.
Evidence for Learning is embedded in school culture and practice	Develop understanding and use of "Insights"	End Spring Term 2022	DM/AD	Leaders and teachers can explain/demonstrate/track progress of individuals and groups more easily
Zones of Regulation is consistently used in all appropriate classes	Deliver training to all staff Deliver training to parents Create overview video for info Review schoolwide practice	End Autumn Term (all complete) April 2022	RB RB/DM	Consistent delivery in school Parental feedback Zones language being consistently heard in classes. Students better able to understand and regulate emotions
Assessment practice is embedded in the day to day operation of the school	Embed new assessment points and processes	July 2022	DM/AD	Pupil progress in all pathways is demonstrably strong shown through assessment points



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	Review strengths/weaknesses of new procedures			
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