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| **DATE:** | 22.07.2021 | **DATE FOR REVIEW:** | 17.12.2021 |

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| **OVERALL OBJECTIVES FOR 2021 / 2022** |
| 1. Increase new Governor involvement and understanding of the school, leading to an increase in their level of challenge and support. |
| 1. Mapping of subjects within the Pathways curriculum. Checking content, sequencing, and rationales. |
| 1. Further develop CPD offer so that all staff have a clear plan that is created collaboratively and is personalised to them. |
| 1. Embedding of 2020/2021 objectives |

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| **Objective 1: Increase Governor Involvement and Understanding** | | | | |
| **Target** | **Actions** | **Due date** | **Responsible** | **Evidence of impact** |
| Ensure each Governor visits school once during the first term | Discuss with Govs at meeting in October | End Term 1 | SB/AD | Visit records, meeting minutes |
| Review existing Governor visit form | Review existing form with Exec Head and CoGs | End half term 1 | AD | New form that asks excellent questions |
| Create a clear list of Governor roles | Review with Exec Head and CoGs | End half term 1 | AD | List of roles available and on website |
| Ensure each Governor visits school twice over the year | Discuss, review, challenge during Govs meetings | July 2022 | SB | Visit records, meeting minutes, Governors who know the school very well |
| Develop Governor meeting format to increase participation of all Governors | Review existing format with HoS and CoGs | End half term 1 | SB | Meeting time used more effectively, driving school progress through greater challenge and support |

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| **Objective 2: Mapping of subjects within the Pathways curriculum. Checking content, sequencing, rationales.** | | | | |
| **Target** | **Actions** | **Due date** | **Responsible** | **Evidence of impact** |
| Create definitive list of subjects with named teachers | Discuss/consult with teachers first | 13th Sept 2021 | AD | List created |
| Share objectives and expectations with teachers | Use Teachers’ Meeting | 15th Sept 2021 | AD | Clear instructions available |
| Check content and sequencing for assigned subject, changing where necessary. | Contact teachers in other Pathways to understand how it looks across school. Are you happy with content? Is there a discussion to be had? Is sequencing clear? | End of Term 1,2,3 | Teachers | Clear content and sequencing for assigned subject |
| Create for assigned subjects:   * A rationale * A “how it looks across the Pathways” document * Evidence of impact * Examples of medium/long term planning | Follow exemplar material | End of Term 1,2,3 | Teachers | Subject Overviews for each subject |

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| **Objective 3: Further Develop CPD offer** | | | | |
| **Target** | **Actions** | **Due date** | **Responsible** | **Evidence of impact** |
| Inform staff of CPD plan | Explain in detail on training day | 02.09.21 | AD | Staff awareness |
| Create CPD conversation scaffolding | Plan questions for teachers and for support staff |  | AD | Coaching style conversations taking place that lead to personalised CPD |
| Create CPD tracking document | n/a |  | AD | Document in use and informing CPD planning |

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| **Objective 4: Embed 2020/2021 objectives** | | | | |
| **Target** | **Actions** | **Due date** | **Responsible** | **Evidence of impact** |
| Steps | Deliver training to all staff  Deliver training to parents  Create overview video for info | 01.09.21  End Spring Term  End Spring Term | DM  AD  DM | Continued improvements in how we manage behaviour  Continued successes with students demonstrating difficult and dangerous behaviours  Parental understanding/changes to parenting styles |
| Engagement Steps | Deliver training to all staff  Create overview video for info | 01.09.21  End Autumn Term | SR | Engagement language heard consistently around school |
| Evidence for Learning | Develop understanding and use of “Insights” | End Autumn Term | DM/AD | Useful tool in Progress meetings and Leadership meetings |
| Zones of Regulation | Deliver training to all staff  Deliver training to parents  Create overview video for info | End Autumn Term | RB | Consistent delivery in school  Parental feedback |
| Assessment | Embed new assessment points and processes | Ongoing | DM/AD | Ease of use |