

# **St Mary's Church of England (A) Primary School**

***Living, Loving, Learning in God's Care***



## **St Mary's Strategic Document 2023-2026**

### **Our Vision and Mission**

#### **School Motto**

Living, Loving, Learning in God's Care

#### **Vision Statement**

Our St Mary's church school family lives by the life and teachings of Jesus. We provide a safe and loving environment, whilst aspiring for all children to achieve their full potential within God's care.

#### **Mission Statement**

O Lord, teach me how you want me to live! Psalm 86:11

This scripture verse reminds us that our Christian values underpin how we live and how we learn, through a unique and deep curriculum, grounded in God's love.

The school will put safety and wellbeing at the centre of everything we do.

Through our vision, values and motto our mission is to:

- Develop the children academically, creatively and spiritually through a high quality, stimulating and memorable curriculum, that celebrates difference and values everyone
- Encourage each child's knowledge and skills, through experiences to reach their full potential and to instil a life-long love of learning
- Share our school with the church and community to further develop religious literacy
- Foster a deeper understanding of other faiths and cultures and encourage attitudes of tolerance, democracy and advocacy

## **Vision 2020 – Project Background and Aims**

In 2018 the Governing Body of St Mary's Church of England Primary School began a review and consultation with Key Stakeholders with the aim to develop a strategic vision to guide the school to 2024 and beyond.

### **Background**

St Mary's Church of England (Aided) Primary School is set in extensive grounds in a rural village on the Staffordshire/Shropshire border, our nearest neighbour being St Mary's Church. The school was built in 1964, with extension in 2004. It currently has three classrooms, hall, kitchen and small library. We are a small school that offers staff, pupils and parents the opportunity to closely interact with each other and the local community through regular church and community celebrations and events. During COVID19 the children continued close interaction through live lessons with their individual teachers.

The school serves the ecclesiastical parish of Mucklestone, but most of our children live in Loggerheads, Market Drayton or the wider rural area. Parents often choose the school because of its small size and welcoming and nurturing Christian atmosphere. As a Church of England School (rated Outstanding by SIAMS) the school also plays a vital role in forging strong links between the church, parish and local community.

### **2021 Review Key Stakeholder Consultation**

The consultation process with Governors, staff, pupils, church and parish community was made more problematic due to COVID 19. The Governing Board decided to complete a mix of online, questionnaire and where possible face to face interviews. For ease of purpose the Governing Board compiled a standardised interview question sheet to review the school strategic goals.

The discussions considered what had been achieved and our future direction:

- Key stakeholders consider the provision of a fourth classroom to enable permanent class groups of no more than 2-year groups to be the best teaching and learning option for our pupils
- To enable whole school events and celebrations we should consider options to extend school classrooms along with improvements to the hall space as a priority
- Our school community is proud of St Mary's academic and extra-curricular achievements, particularly in music and the many links with the wider community
- St Mary's is highly valued as a faith school with a strong Christian ethos and the pupils show clear understanding and concern for local, national

and global concerns. This has a significant impact on the spiritual, moral, social and cultural development of all learners

- The positive behaviour and good relationships between all members of the school community are consistently attributed to the Christian character and teaching of the school. Highlighted in the discussions was the positive role model displayed by our current Headteacher through involvement in church and community events
- We place great importance on our school community values and maintain them at the heart of all we do - this is the connection and conduit between intrinsic and extrinsic influences for all of our children - their belief and moral compass impacts positively on their attainment and progress - they believe and are inspired, and then achieve
- The school will strongly advocate the value of building resilience in our pupils through education, community events and stronger links with other primary and secondary schools
- As a small school we will support and raise our sporting opportunities for our pupils in the community and with other schools
- Covid 19 has challenged the education provision and health and wellbeing of our whole school community. We will robustly evaluate how the school met those challenges which will inform future planning and resourcing of our continuing curriculum and provision

**The Christian values, chosen by the pupils, enable them to *live, love and learn in God's care.***

- Gratitude
- Thoughtfulness
- Forgiveness
- Kindness
- Perseverance
- Courage
- Respect and Reverence
- Love
- Tolerance
- Creativity
- Justice
- Acceptance
- Peace
- Hope

When children display our Christian values, we mark and celebrate this with stickers, ribbons and the 'value' lambs:

**Courage** - The ability to face danger or difficulty or pain even when you are afraid - bravery. Latin derivative meaning 'heart'.

Deuteronomy 31:6 Be strong and courageous; do not be discouraged for the Lord your God will be with you wherever you go.

- Show courage to keep on trying in lessons
- Have courage to achieve new skills and succeed in new situations
- Show resilience and independence to overcome difficulties
- Courage to do assessments and tests

**Perseverance** - go on doing something even though it is difficult. Word origin - 'very strict'.

Hebrews 12:1 Let us run with perseverance the particular race that God has set before us.

- Persevere with learning at home and at school
- Persevere in acquiring new skills in sport and non-curricular activities
- Persist with work when it is difficult
- Persevere to follow Christ's example in thinking and behaviour

**Kindness** - friendly helpful and considerate. Word origin - 'friendly and considerate',

1 Corinthians 13:4 Love is patient and kind; love does not envy or boast; it is not arrogant

- Show kindness and respect for others
- Show empathy and sympathy for those different from us
- Celebrate difference and be inclusive
- Treat others how we wish to be treated ourselves

**Gratitude** - being grateful. Word origin - pleasing or thankful.

Psalms 118:29 Give thanks to the Lord, for He is good, His steadfast love endures forever.

- Express gratitude to God
- Be grateful to others for what they do for us
- Appreciate and embrace what we have
- Show gratitude by being generous to others

**Forgiveness** - The process of forgiving or being forgiven. To stop feeling angry.

Mark 11:25: If you hold anything against anyone, forgive them, so that your Father in heaven may forgive you.

- Forgive others for mistakes and wrong doing
- Be tolerant about the words and actions of others

- Tell others we forgive them and show them by not looking back
- Ask forgiveness from God

**Thoughtfulness** -Showing thought for other peoples' needs - being considerate.

Romans 12:2 Be transformed by the renewing of your minds, so that you may discern what is the will of God — what is good and acceptable and perfect.

- Show thoughtfulness through our actions to our school and others
- Consider the needs of everyone in our world
- Show empathy and sympathy in our conduct towards everyone
- Be reflective about our learning and behaviour, to help us make good choices

**Creativity** - the use of imagination or original ideas to create something; inventiveness.

Exodus 35:35 He has filled them with skill to do all kinds of work as engravers, designers, embroiderers in blue, purple and scarlet yarn and fine linen, and weavers—all of them skilled workers and designers.

- Be creative and enjoy the outcome
- Try a new skill
- Practise makes perfect
- Share and celebrate your talents - be proud

**Respect and Reverence** - a feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.

Romans 12:10 Love one another warmly as Christians, and be eager to show respect for one another.

- Treat others as you would want to be treated
- Be respectful of you, everyone and everything around you
- Set an example to others
- Respect God
- Show reverence during worship

### **St Mary's C of E (A) Primary School Tactical Strategic Goals 2023 Refresh**

St Mary's Church of England Primary School will:

- Play a leading role in building strong links with the Church, community and other schools

- Place a strong emphasis on the teaching of RE so that pupils develop religious literacy and a deeper understanding of other faiths, beliefs and cultures
- Plan to move to four classrooms to allow for teaching only 2 year groups together in each class
- Grow organically and introduce nursery provision for children from 3 years of age providing a child centred learning environment that enhances a balanced and exciting early years curriculum
- Recruit and retain teaching staff who through continuous professional development understand and support the ethos of our school
- Prepare our children for life at secondary school and ensure they have the resilience to embrace the changes they will face, through the teachings of Jesus
- Create stronger links with local schools to provide collaborative and supportive opportunities for both teaching staff and pupils
- Improve the sporting opportunities for pupils within our school grounds and within the local community
- Monitor and improve technology at St Mary's to ensure provision supports and enhances the curriculum experience

### 2023-2026 Strategy

#### **Objective 1: To improve outcomes for all children through quality first teaching**

Where do we want to be in 2026?

- Teaching at least good, majority outstanding
- Early interventions and effective teaching strategies to ensure every child makes good progress regardless of their starting point
- The curriculum increasingly reflects the increasing awareness of teaching about people from different backgrounds, genders and ethnicities.
- Recognised at least a 'good' school
- Focus on increasing pupil numbers
- Staff well-being to be protected and nurtured
- Convert to academy status and join The KET
- SEND offer is maintained and developed to ensure best possible outcomes

## **Objective 2 : Embed inclusivity and continue to celebrate diversity**

Where do we want to be in 2026?

- Develop a rich and broad curriculum that celebrates diversity
- Invite visitors and specialist speakers into our school to enrich the curriculum
- Arrange for visits for pupils to experience the rich cultural society in which we live
- Pupils read a range of text that are diverse and inclusive
- Pupils to explore projects and conduct research on famous and significant people in History, from a range of countries, cultures and faiths.
- Pupils are comfortable to express and be themselves.

## **Objective 3 : To develop high quality leadership at all levels**

Where do we want to be in 2026?

- Governors engage in self-review for impact.
- Pupils continue to engage in purposeful and effective family circle sessions which impact school decisions appropriately.
- Robust Headteacher Performance Management takes place annually.
- High quality appraisal process in place for teaching and support staff.
- Effective and established link governor process.
- Subject leaders confidently and competently lead and continue to develop their subjects with secure knowledge of progress and attainment across the school.
- CPD schedules continue for all.
- Contribution of all teachers towards whole school self-evaluation and improvement.

## **Objective 4 : Further strengthen community links**

Where do we want to be in 2026?

- The distinctive Christian character of the school to be maintained and strengthened and clearly evident in all aspects of school life, inside and outside school (in our church and community).
- Children to continue to make an ongoing contribution to the life of the church and the surrounding community.
- Children, parents, families, staff and governors to support, encourage and participate in intergenerational activities within the local community.
- Develop further links with feeder schools and The KET schools.

- The PTFA to continues to be an active link for our school community.
- Re-establish global school links, which have contributed much to our school.
- For the excellence of the school to be recognised through SIAMS.

**Objective 5 : Build an additional teaching space to ensure no more than 2 year groups in each class**

Where do we want to be in 2026?

- Classroom space completed and functioning as Class 4, for years 5 and 6.
- No more than 2 year groups in one class.
- An established Early Years unit for Nursery and Reception.
- Increased pupil numbers and capacity of the school.
- Able to financially support the recruitment and employment of a full-time 4<sup>th</sup> member of teaching staff.