

KEY DEVELOPMENT AREAS 2019-20

CAPABILITY AND CAPACITY OF STAFF AND STAFFING	EDUCATIONAL EXPERIENCE	ACADEMIC OUTCOMES	ADDRESS ISSUES IN 2017 OFSTED INSPECTION	COMMUNITY RESOURCING AND FACILITIES	THE BIG IDEAS (3 YEAR + PLAN)
SO EVERYONE IS VALUED AND EMPOWERED	WE WANT EVERY CHILD TO HAVE THE SAME CHANCE TO BE SUCCESSFUL	WE WANT THE BEST FOR EVERY CHILD		SO WE RAISE OUR COMMUNITY PROFILE IN A POSITIVE WAY	SO WE PROVIDE AN EXCELLENT PROVISION
<ul style="list-style-type: none"> • Further develop effective leadership at all levels(cH) • Bespoke CPL programme for all staff developing a culture of ambition (cH) • Staff well-being and voice (workload – see OFSTED framework) (cH) • Half termly monitoring of KPIs (All – BBR) • Re-structure of ESLT to offer chances of experience at whole school level and career development opportunities (cH) • Succession planning (SLT) • Embed school vision and values (SLT and ESLT) • Practice is evidence based in response to current research and Hastings USP (CBR, CHA) • Partnerships (cH) 	<ul style="list-style-type: none"> • Embed school vision and values (SLT) • Curriculum review (pastoral, academic and extended) (CBR, ASP, JBI) • Knowledge rich teaching and learning to empower pupils to become ambitious independent learners (CHA, WWA) • Consistent behaviour structures including review of behaviour policies and implementing solution-focussed outcomes (SSH, ASP, HPE) • Rewards and celebration (SSH, ASP, HPE) • Focus on Vocabulary –the art of communication (CHA/HPE) • Inclusive curriculum Including ARK (PWH/LWO) • Careers Gatsby benchmarks (GBO) • Launch parental reports (KBO) • CPOMs (PWH) 	<ul style="list-style-type: none"> • Gender, disadvantaged and SEN results all above P8 = 0 (KBO) • Whole cohort P8 = 0.5 (KBO) • 75% of pupils have P8>0 (KBO) • Personalised intervention programs including L20 students (GBO, ASP) • Address any issues arising from 2018/19 results (cH, KBO) • All students have a P16 destination (GBO) • KS3 interventions (SEL) 	<ul style="list-style-type: none"> • SEND monitoring - Edukey (LWO) • Year 7 catch-up and pupil premium monitoring (SEL) • Increased levels of accountability (SLT) • Improved differentiation (new OFSTED words) (CHA) • Consistency of feedback to pupils in key stage 3 (CHA) • Improved progress in some subjects – to follow from results 2019 (KBO) 	<ul style="list-style-type: none"> • Investigate additional sources of funding and fundraising (PTI, BBR) • Place CIF bids for site improvements (cH) • Community Engagement and views (BBR) • PTA (PTI, Governors) • Closer links with local primary schools (LWO) • Enterprise and business links (GBO/BBR) • Review school website (compliance) (KGR) • Explore school-to-school support utilise areas of excellence. (SLT) 	<ul style="list-style-type: none"> • 6th Form • Sportshall • Newbuild • Sponsorship / funding • Separate ARK building • Catchment area? • Section 106 • Astrotrurf • Network and ICT
					<p align="center">SMALLER IDEAS</p>
					<ul style="list-style-type: none"> • CCTV • Toilets • Fencing • Trees • Community Garden • Feature Walls • Wonderwall • The Journey • Hastings Bacculaureate

A ½ TERMLY KPI WILL BE PRODUCED AND SHARED WITH ALL STAFF AND GOVERNORS TO ENABLE TRACKING OF KEY DATA AND OBJECTIVES