



# St Bernard's RC Primary School A Voluntary Academy



## Strategic Development Plan 2019 - 2020

### OUR VISION

Excellence in all we do

### OUR MISSION

To grow, love and learn following Jesus

#### FOCUS:

LEADERSHIP &  
MANAGEMENT

#### FOCUS:

QUALITY OF  
EDUCATION

#### FOCUS:

PERSONAL  
DEVELOPMENT

#### FOCUS:

BEHAVIOUR &  
ATTITUDE



#### STRATEGIC OBJECTIVE:

- Provide opportunities for all staff to learn and grow
- Develop and build leadership capacity
- Continue to improve wellbeing of **all** stakeholders
- Shape governance.

#### STRATEGIC OBJECTIVE:

- Enhance our culture for reading so more children reach a higher standard
- Improve spelling across the school
- Successfully embed our approach to teaching writing
- Ensure systemic practice across **all** subjects and **all** key stages.

#### STRATEGIC OBJECTIVE:

- Continue to embed our Learning Power Approach - supporting our children to become confident, resilient and independent
- Increase our opportunities for children to debate and listen.

#### STRATEGIC OBJECTIVE:

- Improve whole school attendance and continue to reduce % of persistent absentees
- Embed our culture and approach to positive behaviour management.

# LEADERSHIP AND MANAGEMENT

## Rationale

We believe in a model of distributed leadership, empowering all staff to lead within their areas and beyond. Support and training is provided for all staff to develop their own leadership capabilities.

Targets and areas for development	Lead	Evidence of impact
<p><b>Provide opportunities for all staff to learn and grow</b></p> <ul style="list-style-type: none"> <li>Develop subject specific expertise of class teachers through CPD</li> <li>Embed effective appraisal systems, where staff are encouraged to become increasingly reflective practitioners</li> </ul>	<p>SJ ER KB</p>	<ul style="list-style-type: none"> <li>CPD feedback &amp; logs</li> <li>Curriculum outcomes</li> <li>TLC reflections</li> </ul>
<p><b>Develop and build leadership capacity</b></p> <ul style="list-style-type: none"> <li>Create pathways for leadership development - NPQs/Masters</li> <li>Work with KS Leads to ensure that best practice is shared and our approach is systemic</li> </ul>	<p>SJ AM ER</p>	<ul style="list-style-type: none"> <li>Curriculum outcomes</li> <li>CPD feedback &amp; logs</li> <li>Distributed leadership and reduced workload</li> </ul>
<p><b>Continue to improve well being of all stakeholders</b></p> <ul style="list-style-type: none"> <li>Ensure all communication is effective, respectful and responsible</li> <li>Be respectful of time</li> <li>Adopt a radically candid approach</li> <li>Ensure mental health and wellbeing is threaded throughout curriculum</li> </ul>	<p>SLT Governors Mental Health Champion</p>	<ul style="list-style-type: none"> <li>Reduced workload for staff</li> <li>Improved staff wellbeing</li> <li>Staff retention data</li> <li>Pupil outcomes across the curriculum</li> </ul>
<p><b>Shape governance</b></p> <ul style="list-style-type: none"> <li>Ensure governors are key in planning the strategic direction of the school</li> <li>Increase opportunities for governors to work with the school community</li> </ul>	<p>AM SJ Governors</p>	<ul style="list-style-type: none"> <li>Governor links to staff/ SLs</li> <li>Pupil outcomes across the curriculum</li> </ul>

# QUALITY OF EDUCATION

## Rationale

St Bernard's curriculum intent is both **knowledge and humanity** rich and aims to help children 'thrive' in today's world.

It aims

- to produce young people who are aware of their responsibilities to society and the wider world and confident to make the changes that the world need to see
  - social justice and conservation are key
- to produce confident and capable learners, ready willing and able to choose, design and pursue learning for themselves, alone and with others, in school and out.

- to build knowledge and skills so that our children achieve to the best of their potential throughout their school life and beyond.

## Our children should

- lead a life of real significance, driven by a sense of purpose and supported by relationships that give meaning based on the model of Jesus Christ.
- lead a life the shape for themselves which has wider influence - that also positively shapes the people and the world around them.

Targets and areas for development	Lead	Evidence of impact
<p>Enhance our culture for reading so more children reach a higher standard</p> <ul style="list-style-type: none"> <li>Embed a consistent approach to guided reading</li> <li>Ensure <b>all</b> children read regularly at home</li> <li>Teachers communicate effectively with parents about reading progress</li> <li>Improve phonics results at KS1</li> </ul>	<p>ER ST</p>	<ul style="list-style-type: none"> <li>Pupil outcomes across the curriculum</li> <li>Increased reading for pleasure at home (reading rainbow)</li> </ul>
<p>Improve spelling across the school</p> <ul style="list-style-type: none"> <li>Embed a consistent approach to teaching spelling across the school</li> <li>Ensure Pathways units incorporate spelling into the teaching of writing</li> <li>Increased focus on vocabulary development across <b>all</b> curriculum areas</li> </ul>	<p>ER LC</p>	<ul style="list-style-type: none"> <li>Pupil outcomes across the curriculum</li> <li>Class environments reflecting the importance of vocabulary development</li> </ul>
<p>Successfully embed our approach to teaching writing</p> <ul style="list-style-type: none"> <li>Systemic approach to teaching of writing embedded across the school</li> <li>Increase opportunities for children to write across the curriculum</li> </ul>	<p>ER LC ST RS</p>	<ul style="list-style-type: none"> <li>Pupil outcomes across the curriculum</li> <li>Pupil voice - children confidently reflecting on their own progress</li> </ul>
<p>Ensure systemic practice across <b>all</b> subjects and <b>all</b> key stages</p> <ul style="list-style-type: none"> <li>Develop staff expertise to teach all areas of the curriculum effectively</li> <li>Ensure SLs support staff in all key stages to transfer best practice in one subject area to another</li> </ul>	<p>SLT SLs</p>	<ul style="list-style-type: none"> <li>Curriculum overviews</li> <li>Evaluation from subject deep dives</li> <li>Pupil outcomes across the curriculum</li> <li>CPD logs</li> </ul>

# PERSONAL DEVELOPMENT

## Rationale

Our children's physical health, emotional wellbeing and mental health are a priority. We use a learning Power Approach to enable **all** children to develop their resilience, character and independence so that they can thrive in modern day Britain. St Bernard's is a place where there is equal opportunity. Children can experience an extensive range of opportunities within and beyond our curriculum and we seek to raise aspirations of all.

Targets and areas for development	Lead	Evidence of impact
<p>Continue to embed our Learning Power Approach - supporting our children to become confident, resilient and independent</p> <ul style="list-style-type: none"> <li>• Enable children to understand themselves as learners</li> <li>• Ensure children understand the importance of mindset</li> <li>• Increase opportunities for parents to engage with our Learning Power Approach</li> </ul>	<p>NS SLT</p>	<ul style="list-style-type: none"> <li>• Pupil outcomes across the curriculum</li> <li>• Enhanced role of Learning Power Ambassadors</li> <li>• Increased participation and involvement at parental LPA sessions</li> </ul>
<p>Increase opportunities for children to debate</p> <ul style="list-style-type: none"> <li>• Support pupils so they can coherently explain the reasons for their views</li> <li>• Ensure pupils can engage with views, beliefs and opinions different to their own</li> </ul>	<p>SLT PHSE Lead Curriculum Lead</p>	<ul style="list-style-type: none"> <li>• Pupil voice</li> <li>• Pupil outcomes across the curriculum</li> </ul>

# BEHAVIOUR AND ATTITUDES

## Rationale

St Bernard's has high expectations for pupil conduct, behaviour, attendance and punctuality. Relentless routines and consistency ensure positive behaviour. Our shared values celebrate diversity and respect for all. Ready, Respectful, Safe are our school rules.

Targets and areas for development	Lead	Evidence of impact
<p>Continue to improve whole school attendance and continue to reduce the % of persistent absentees.</p> <ul style="list-style-type: none"> <li>• Ensure there is a relentless, systemic approach to monitor attendance</li> <li>• Intervene swiftly where concerns in attendance arise</li> <li>• Work supportively and effectively with all families to ensure they understand the importance of high attendance</li> </ul>	<p>SJ EP SLT</p>	<ul style="list-style-type: none"> <li>• Attendance and punctuality data/ case studies</li> <li>• Pupil outcomes across the curriculum</li> </ul>