



Caldew School – Action Plan Summary 2019-20

Where every student is successful today and prepared for tomorrow

Aspire Believe Achieve



Leadership and Management	Personal Development, Behaviour and Guidance	Quality of Education	Outcomes	Sixth Form
<p>Vision All members of the school community are leaders of learning. Leaders at all levels are empowered to create a culture of continuous improvement that enables all students and staff to succeed in achieving outstanding progress and outcomes</p>	<p>Vision Students are the core of everything: their outstanding achievement and success is driven by a shared belief in their potential, their capacity to be leaders in the school and that all barriers can be overcome. Students take pride in their school and actively engage in all aspects of school life. They are prepared to take risks and are resilient learners.</p>	<p>Vision The curriculum is designed to meet the needs of students. Teaching will engage and empower all students to develop their academic potential, personal interests and aspirations. The quality of teaching in all key stages and all subjects will increasingly be 'outstanding' and never less than 'consistently good'. This will lead to students developing in depth knowledge and transferable skills across all subjects in the curriculum.</p>	<p>Vision There are high levels of achievement for all, with students making excellent progress, regardless of gender, ability, additional needs or background. Assessment is accurate and rigorous so that underachievement is identified early and personalised interventions are in place to allow every student to catch up, keep up and achieve. These achievements allow students to have high aspirations and go on to make informed and ambitious choices about their next stages in life.</p>	<p>Vision Our Sixth Form will provide a learning environment, curriculum and high quality teaching to meet the needs of each and every student. In everything we do we will focus on the needs and aspirations of individuals, responding to the changing demands and circumstances which our students face. We will make the Sixth form experience for each student a challenging, successful and enjoyable one which equips them for the next stage in their lives.</p>
<p>Key Developments - Embed a shared vision and set of values to create a culture that enables all students and staff to excel - Create a culture of continuous improvement based on high expectations of all members of the school community (including disadvantaged and SEND) -- Develop a Continued Professional Development programme for all staff, which develops teacher's content knowledge and subject specific pedagogy and has an impact on student progress. - The school's open culture promotes pupil welfare, resulting in students feeling safe at all times and having confidence in school support. - Develop strategies to ensure staff well-being - Develop student leaders so they impact on achievement - Develop collaborations with other schools that raise standards</p>	<p>Key Development - Further develop outstanding behaviour by creating a climate for learning across the school based on high expectations that has a positive impact on students' progress. These expectations are commonly understood and applied consistently and fairly. - Students demonstrate high levels of respect for others and bullying, harassment and violence is never tolerated - Further embed the culture of celebrating success where students are proud of their achievements and school, resulting in highly positive attitudes and commitment to their education -Further improvements in attendance for all groups so none are disadvantaged by low attendance. - Further develop CEIAG to ensure it promotes high expectations and ambition for students in preparation for the next stages in education and employment, with targeted support for all groups of students. - Students make informed choices about how to keep themselves healthy; both physically and mentally, have a secure knowledge of healthy relationships and are confident of how to stay safe -- Ensure SMSC prepares students for life outside of school and equips them to be thoughtful, caring, tolerant and active citizens in school and the wider community</p>	<p>Key Development - Develop and improve the Schools' Curriculum intent, implementation and impact to ensure that it leads to students developing in depth knowledge and skills for future learning and employment. - Improve teaching and learning so that it is consistently good in all classrooms, and an increasing amount is outstanding. - Further embed "Assessment" strategies to ensure teachers check students' understanding in order to "Plan for Progression" so misconceptions are addressed, teachers help students to catch-up with their learning if they have fallen behind and ultimately all students make rapid progress. - Embed the schools' "Marking and Feedback Policy" to ensure all students receive incisive feedback, know how to improve work, have time to apply their learning that stretches their thinking and allows them to develop and practice key skills. -- Develop Literacy across the curriculum including: the improvement of SPAG; promotion of reading in lessons; talk for learning to promote understanding; the effectiveness of extended writing; the bridging of the vocabulary gap.</p>	<p>Key Development Improve outcomes for all students, particularly disadvantaged students and those with SEND, so that they achieve well -Narrow the gaps in achievement which exist on entry for disadvantaged students, SEND and MPA boys so that they attain the best possible outcomes -Ensure that all students are well-prepared and qualified for the next stages in life -Improve outcomes in Maths, MFL, History, ICT and Computing, Health and Social Care, Child Development, PE,</p>	<p>Key Development - Ensure the Sixth Form curriculum is strong and that teachers have a firm and common understanding of the intended curriculum and how it drives their practice -Improve teaching to ensure it is consistently challenging across subjects, developing the knowledge and skills that will enable students to go onto further learning and relevant destinations - Ensure student work consistently reflects the demanding curriculum goals as seen through the consistent high standards of work which fully match the aim of the curriculum - Continue to develop high quality guidance to raise aspirations to ensure it promotes high expectations and ambition for students in preparation for the next stages in education and employment, -Continue to develop the leadership opportunities for Sixth Form students within the school, ensuring they have the skills, desire and knowledge to contribute actively to society - Further develop recruitment and retention</p>
<p>Actions -Continue to promote the school vision and values - Strengthen leadership capacity of Governors, Senior and Middle leaders to ensure leaders at all levels are ambitious and effective in improving teaching and learning and achievement including for disadvantaged students - Ensure that leaders monitor, evaluate and refine improvement plans routinely, so that the impact of improvement plans gathers pace - Develop strategies for improving mental wellbeing and resilience - Pupil Premium Closing the Gap strategy - Develop programmes to support teachers, leaders and departments in raising standards - Develop the use of student voice in improving teaching and learning - Review procedures to maximise impact and reduce staff workload - Further develop opportunities to work collaboratively with other schools and organisations</p>	<p>Actions -- Continue to promote high expectations to all stakeholders ensuring these expectations are understood and are applied consistently and fairly - Implement new anti-bullying strategies/guidance to all staff and students, ensuring a comprehensive system that fully supports the target, monitors incidents and gives feedback to all parties. - Develop strategies to promote the respect agenda - Further develop the schools positive culture for learning where students celebrate their achievements. - Further development of Heads of Year to ensure timely intervention when tracking and monitoring attendance -Develop strategies to be used by the form tutor to actively engage students in taking responsibility for their attendance and punctuality. - Raise engagement of all staff to promote high levels of attendance and punctuality. - Continue to work towards the 8 Gatsby Benchmarks working closely with the Cumbria Careers Hub - Develop pastoral strategies that supports the curriculum taught across subjects to ensure students are keeping themselves healthy and safe. - Quality control the SMSC whole school curriculum, ensuring students are prepared for life outside of school.</p>	<p>Actions - Develop and implement the schools' overarching Curriculum Principles and Framework of Skills. - Review and improve the Schools KS3 Curriculum intent, to ensure that it is coherently planned and sequenced with identified end points that identify knowledge and skills students need. - Review and improve the implementation of the Schools KS3 Curriculum to ensure that it is effectively taught and assessed. - Continue to develop CPD opportunities so that all teachers contribute effectively to the delivery of a strong curriculum through effective implementation. - Develop teaching strategies that ensure high prior attaining students have the opportunity to stretch and challenge their thinking so attainment is at the highest levels consistently across all subjects. - Develop strategies that ensure low prior attaining students are supported to make substantial and sustained progress from their different starting point consistently across all subjects. - Improve the quality of teaching, learning and assessment by removing variation especially in Maths, MFL, History, Geography and Science. - Embed the schools' assessment procedures and the use of assessment to inform planning. - Embed the schools' marking procedures, removing variation so that students' work is consistently of a high quality, including disadvantaged and SEN. - Develop Literacy across the curriculum</p>	<p>Actions - Implement interventions that raise the achievement of students (including the use of the Pupil Premium and Catch Up funding) -Develop leaders' and teachers' understanding of the progression of knowledge and by providing moderation opportunities at all Key Stages to ensure that staff understand the standard of assessment, are able to assess accurately and use it to provide timely intervention -Further develop tracking and intervention strategies to ensure literacy is assessed at all stages and that gaps are addressed for all students to secure age appropriate knowledge and skills in reading, vocabulary and extended writing -Further review and develop tracking and intervention strategies to ensure numeracy is assessed at all stages and that gaps are addressed for all students to secure age appropriate knowledge and skills - Monitor the impact of CEIAG, so that students are well-informed and ambitious for the next stages in life - Use Raising Achievement Plans to improve outcomes for all students, particularly disadvantaged students, those with SEND K and MPA boys</p>	<p>Actions Develop CPD opportunities to ensure the Sixth Form curriculum is embedded and that all teachers contribute effectively to the delivery of a strong curriculum -Ensure all leaders routinely monitor, evaluate and refine improvement plans so impact gathers pace including in the Sixth Form - Continue to develop teaching and learning strategies at KS5 for engagement, challenge, resilience, differentiation, memory retention and recall -Ensure high quality information and guidance for universities, apprenticeships and careers continues to be provided for students with a focus on raising aspirations -Develop induction, recruitment and transition arrangements for students into Year 12 and into Year 13 -Improve retention both during each year group and between Year 12 and Year 13 by developing strategies working within individual subject areas to improve subject and overall retention within and between Years 12 and 13, -Further develop assessment systems across the Sixth Form developing the use of data to inform KS5 teaching and learning -Raise achievement of students in Law, Chemistry, Physics, Geography, French, Computing</p>