



St. Andrew's CE Primary School

3 TO 5 YEAR STRATEGIC PLAN

In the medium to longer term, the following are our key priorities:

Priority 1: To embed governance structures that focus on clarity of vision ethos and strategic direction

- A strong Governing body with the right people around the table.
- Regular focussed full Governing Body meetings (Circa 6 per year) supported by strong effective sub-committees.
- Structured electronic record keeping that provides secure evidence of our decisions.
- Regular monitoring to ensure that our plans are implemented as intended.
- Effective support for the school leadership team so that they can give of their best.
- Regular newsletters and three times a year parent forum meeting with the Headteacher and Chair of Governor to ensure parents are consulted and well informed.
- Ongoing monitoring and review of the costs and benefits of wider links with other school such as Multi Academy Trusts.

Priority 2: Clear focused and ambitious leadership.

- High levels of stability in all posts within the school.
- Effective performance management systems in place for all staff.
- Outward looking staffing at all levels so that opportunities to benefit from outside expertise and to share our areas of excellence are taken.
- High quality, motivational training and support for staff to ensure they are up to date and benefit from links with colleagues in other schools.
- A strong focus on safeguarding.

Priority 3: All children, including vulnerable groups achieve above average outcomes.

- The Leadership team is held to account by the governing body for the performance of pupils.
- There are clear and coherent curriculum progression plans for all subjects.
- Effective assessment systems so that the attainment level of every child and their next steps in learning are clear.
- Target setting for all children so that individual progress can be measured.
- High quality provision ensures good outcomes for pupils with SEND.
- Additional support and adaption of learning is provided for children who need it.

Priority 4: High quality learning environments.

- 2023 baseline – redecorate the whole school interior and maintain quality.
- Effective displays and bright welcoming classrooms
- Effective use of the external space
- On-going repairs to school fabric
- Plans developed with the Local Authority to improve Reception classroom/space and establish a permanent library.
- Longer term plan with Local Authority to replace temporary classrooms.

Priority 5: Children's Personal Development

- Every child is known as an individual.
- High importance is placed on developing personal, social and spiritual well-being. A clear focus on resilience.
- High expectations of good behaviour are evident in all aspects of the school.
- Attendance is above National average for all groups.
- A wide range of additional activities are available and open to all children. Uptake of extra-curricular activities is high.
- There is a whole school programme for personal development in place across the school.

Priority 6: Theologically rooted Christian vision enables the school to live up to its foundation as a Church school and all pupils and adults can flourish.

- Review and implement a new School theological vision and ensure that it is fully embedded across the school and understood by all members of the school community.
- Teaching and learning within RE is of high quality and pupils know and remember more.
- There is an established school language of spirituality and identify and plan how spiritual growth is encouraged in each subject.
- The Collective Worship programme, including consideration of different resources and approaches, is reviewed and implemented.
- There is an established whole school approach to evaluating and monitoring 'spiritual flourishing for all' in collective worship through the involvement of governors, SLT, all staff and children.

Priority 7: Ensure school viability through strong budget management and continual review of cost effectiveness.

- Strategic planning of future staffing investment.
- Increasing number of pupils on roll through community advertising and branding refocus including a new school website.
- Meeting PAN availability for reception intake
- Enhanced collaboration and networking between local schools
- Reviewing the impacts of spending across pupil premium, SEND funding and sports premium.
- Enhancing existing school facilities eg. forest school, library spaces and enhanced extra-curricular activities offering.
- Regular strategic review of risk register.