

**HALL MEAD SCHOOL  
MISSION STATEMENT**

*Traditional values...future thinking.*

*Hall Mead is a learning community that is an extended family in which all members feel secure and supported. Our staff and pupils are healthy, cared for and caring. We enable the development of successful learners, confident individuals and responsible citizens.*

**VISION 2012**

Corporate Effectiveness



Workforce



**Every Child Matters**



Assessment for Learning



**21<sup>st</sup> Century Learning**



Specialist Status

**ACTION FRAMEWORK**

- Update Strategic Plans biennially
- Identify 100 Day Operating Plans biannually
- Identify tactic to support each Operating Plan development

# STRATEGIC PLAN: OCTOBER 2009 – OCTOBER 2012

VISION 2012	TARGETS		
1. Corporate responsibilities undertaken effectively.	1.1 Match strategy to ambition, involving all stakeholders.	1.2 Develop more effective governance.	1.3 Improve communication, facilities, systems, structures, policies and procedures.
2. A caring and effective workforce.	2.1 Embed robust systems of self evaluation at all levels.	2.2 Improve and extend Performance Management for all staff at all levels.	2.3 Build capacity for sustained improvement.
3. 'Every Child Matters'.	3.1 Know our students - narrow the gaps.	3.2 Become a Healthy School in the broadest sense.	3.3 Have students at the heart of their community.
4. Embedded Assessment for Learning.	4.1 Use all available data to support learning.	4.2 Set informed and challenging targets at all levels.	4.3 Extend the use of online learning.
5. Revitalized approaches to learning and teaching.	5.1 Develop a 21 <sup>st</sup> Century curriculum.	5.2 Embed independent, active learning.	5.3 Improve differentiation and challenge in the classroom.
6. Specialist Status enabling growth.	6.1 Strengthen and develop partnerships regionally, nationally and internationally.	6.2 Use challenging targets and innovation to drive up standards and narrow the gaps.	6.3 Help others in order to help ourselves, reaching out to the community.

Reference	Target	Owner
1.1	Ensure School is 'Ofsted ready'.	HM
1.1	Progress Trust proposals to final stage.	HM
1.1	Consult on and finalize Community Cohesion Plan.	HM
1.2	Produce and deliver a prudent Budget for 2010/11 and prepare ground for next 3 years.	NC
1.2	Find new ways to engage those Governors with less available time to attend additional meetings.	GB
1.2	Add policy reviews to annual calendar, including 'trigger points' for start of review process.	HM
1.2	Publish policies on the website and have a complete policy folder on the Governors' shelf.	HM
1.2	Find new ways to inform stakeholders when policies are updated.	GB
1.2	Find new ways to engage with pupils and parents and to recruit new parent Governors.	GB
1.2	Receive a SEF Summary which is also published to staff.	HM
1.2	Engage more closely with the S.I.P. through meetings and response to reports.	GB
1.2	Improve understanding and awareness of achievement trajectory of Year groups through tracking of FFT profiles.	GB
1.2	Ensure Governor involvement in next review of Strategic Plan through future OPs Conference.	GB
1.3	Extend range and use of parent and pupil forums, involving Governors.	HM
1.3	Develop a minimum specification for a general teaching area.	HM
1.3	Prepare for moving Drama premises and re-locating Music Department.	BKS
1.3	Conduct feasibility study for co-locating Music Service and Europa Centre.	BKS
1.3	Prepare ASD provision and post-16 pilot.	BKS
1.3	Produce and publish service level agreement for Premises Dept & ICT.	NC/COT
1.3	Inform all stakeholders of purpose and use of School Fund.	NC
1.3	Work closely with HTTP and FMT to optimize working practices and clarify the effect on budgets.	NC
1.3	Establish a protocol for teaching staff, faculty assistants and learning support assistants to work effectively together. Explore scope of developing a more flexible approach to use of Faculty Assistants.	HM/LOC
1.3	Compile an accurate and balanced 'Trip Calendar'.	PAR
2.1	Further support staff through meaningful self-evaluation – including individual exams analysis.	LOC/COT
2.2	Implement new plans for P.M. of teaching staff.	LOC
2.2	Evaluate provision for P.M. of non-teaching staff.	LOC/NC

2.3	Provide time for Departments to implement KS4 changes.	WDE
2.3	Induct new SHT and prepare the way for succession in highlighted areas.	SLT
3.1	Examine the profile of previous years' NEETs and intervene with current pupils matching profile.	COT
3.1	Ensure that staff understand and can respond to the issues identified by the Inclusion Register and associated analysis.	PAR
3.2	Develop meaningful assessment in PSHEE and Citizenship across the whole school.	PAR
3.2	Develop and implement a whole school Food Policy.	PAR
3.3	Examine and propose new models for delivery of Careers/I.A.G. , responding to new regulations.	COT
3.3	Investigate additional ways of tackling persistent absence.	PAR
3.3	Evaluate impact of Freshers' Fair on Student Action Group membership, explore involvement in governance, with local schools and international dimensions.	PAR
4.1	Share tools in SIMs across whole staff, considering a range of delivery methods.	COT
4.1	Review entry and checking systems for reports and reviews and marking policy via a working party.	COT
4.2	Fully adopt Assessing Pupil Progress in the core & address discrepancies in KS3 assessment	COT
4.3	Establish a departmental/House presence on 'Moodle'.	COT
4.3	Decide on Online reporting platform; STAR or Parent Gateway. Purchase in June.	COT
5.1	Explore ways to involve staff in promoting developments in AFL and differentiation, especially at KS3.	WDE
5.1	Continue reviewing and re-structuring the KS4 curriculum, in preparation for Diplomas.	WDE
5.3	Focus Inset through 'Teacher Learning Communities' centred around Assessment for Learning.	WDE/LOC/COT
6.3	Develop and rollout Parents' Advice Guides.	PAR
6.3	Implement new requirements for Specialist School Status and High Performing Status.	BKS
6.3	Expand Construction Centre and investigate collaboration with other schools.	BKS