

School Development Plan

Summary of objectives

1. Excellence in leadership culture and behaviours

- 1.1 A united, values-led leadership culture is consistently modelled by SLT and middle leaders, underpinned by high expectations, accountability and clarity of purpose.
- 1.2 Leadership roles and responsibilities are clear at every level, with all leaders focused on mission-led priorities that deliver measureable impact
- 1.3 Assessment systems are used with fidelity across the school, ensuring leaders at all levels track, analyse and act on outcomes with a sharp focus on DA pupils
- 1.4 Improve attendance for all students with a specific focus on improving DA attendance rates, and reducing persistent absence (PA) in these groups.
- 1.5 All staff, led by middle leaders, consistently challenge and correct poor behaviour, including during unstructured times, embedding a culture of RESPECT throughout the school community.
- 1.6 Student numbers in 7-11 and the Sixth Form increase, strengthening the school's sustainability and breadth of offer
- 1.7 The school attracts and retains high quality staff through purposeful professional development, clear career pathways and a proactive approach to staff wellbeing

2. We plan and deliver quality first teaching (DA)

- 2.1 Planning and teaching reflect the SKA curriculum principles. Leaders can articulate this.
- 2.2 Middle leaders lead curriculum refinement within their teams, ensuring curriculum intent and implementation are strengthened
- 2.3 The SKA Culture of Excellence is consistently embedded in classrooms
- 2.4 Variation in outcomes for DA students across faculties is significantly reduced, with attainment brought in line with non DA students
- 2.5 Targeted interventions for DA students accelerate academic progress and strengthen social inclusion
- 2.6 Lost learning is reduced through measureable decreases in suspensions and Ready To Learn referrals, alongside improved engagement in lessons, particularly for DA students