



Strategic Overview	
<p>Leadership and management</p>	<p>Improve leaders at all levels through coaching, empowering and succession planning to ensure that they have the capacity to develop the curriculum.</p> <ul style="list-style-type: none"> • Staff to model the Willoughby Way. • Teaching staff to have a clear and defined whole school role. • Leadership structure to be reviewed in line with predicted budget and school need. • Leadership roles and responsibility holders to be supported to undertake appropriate National Professional Qualifications to enhance whole school provision. • Ensure a sustainable staffing structure, in line with pupil need. • Staff to be supported through effective performance management. • Teachers performance management and pay, to be linked. • Pupil Premium funding to be used effectively. • PE and Sport Premium Funding to be used effectively. • Year 7 literacy and numeracy catch up funding to be used effectively. • Maintain a culture of safeguarding for all members of the Willoughby Community. • Staff and Governors to receive the relevant Safeguarding training appropriate to their role. • Safeguarding reporting to be tracked and monitored, using MIS (CPOMS). • Governors and Headteacher to investigate (and implement) Academy status
<p>Teaching, learning and assessment</p>	<p>Empower the pupils and staff through the development of a creative curriculum, aligned and informed assessment, and improved strategies for curriculum planning across the school.</p> <ul style="list-style-type: none"> • The 'Forest School' project to be embedded. • Extracurricular activities to play a key part in the wider Willoughby Curriculum. • New whole school assessment system (B Squared) to be introduced and embedded. • New assessment and certification system (AQA certificates) to be introduced and embedded at KS5.

	<ul style="list-style-type: none"> • Termly short reports for each pupil to be completed and shared with parents and carers. • Updated end of year progress report to be shared with parents and carers. • Parents evenings to compliment the EHCP and reporting and assessment cycle. • Whole school curriculum planning to develop progressive learning and life skills.
Personal development, behaviour and welfare	<p>Create increasing opportunities across the School for pupils to achieve success within their personal development, behaviour and welfare.</p> <ul style="list-style-type: none"> • Behaviour to remain consistently good or outstanding. • Behaviour to be tracked and monitored school wide, using MIS (CPOMS). • Whole School rewards system to be introduced. • Pupil attendance to be over 91%. • All term time holiday requests to be refused (except in exceptional circumstances). • Attendance to be tracked using whole school MIS (Integris)
Outcomes for children and learners	<p>Outcomes for all pupils remain positive and/or are on a trajectory of improvement.</p> <ul style="list-style-type: none"> • All pupils to make at least good progress from their starting points and 25% outstanding progress over the course of the academic year. • All Pupil Premium students to make progress in line or above the mean average of pupil progress. • EHCPS to be individualised, working documents, based upon 4 broad areas of need, 1) Communication and Interaction 2)Cognition and Learning 3) Social Emotional and Mental Health 4) Sensory and/or Physical Needs. • All pupils to have had an EHCP review within the academic year. • Transition into Willoughby to be managed through clear guidelines and proforma. • Transitions out of Willoughby to be supported based upon individual need.
Premises and Finance	<p>Ensure that Willoughby offers value for money and that resources are allocated to meet pupil need.</p> <ul style="list-style-type: none"> • The School Fund to be used to the benefit of pupil progress, learning and engagement. • The finances to be managed to ensure that school remain in budget. • The capital build programme to be lead and managed to meet the needs of the growing Willoughby community. • Health and Safety at the school to be audited and improved if required.