

# Polam Hall School Improvement Plan 2020-21

**Concordia Crescimus: We Grow in Harmony**

## **Our Vision**

To create successful, flourishing young people with ambition and integrity who are equipped intellectually, morally and socially to live fulfilling lives and make positive contributions to their communities.

## **Our Mission**

It is our mission to build on the unique heritage of Polam Hall School in order to educate the whole child, developing leadership, compassion, character, academic ambition and achievement. We have high expectations and aspirations for every member of our school community, building supportive relationships which enable them to succeed and grow.

## **Our Values**

- We nurture the unique talents and ambitions of each of our pupils, developing **confidence** and aspiration in our children and young people.
- We foster a spirit of inquiry, **curiosity** and **creativity**, creating a true learning community that achieves excellence in the classroom, the arts, on the sports field and beyond.
- We educate both intellect and character, promoting spiritual, moral and academic development.
- We collaborate to create an inclusive, caring and compassionate **community**, rooted in the values of equality, respect and tolerance which were prized by our Quaker founders.

The principles of **Confidence**, **Creativity**, **Curiosity** and **Community** underpin all we do.

**Develop effective and ambitious curriculum leadership and intent:**

**1.1** Embed an ambitious curriculum which is consistently and coherently planned and sequenced towards cumulatively sufficient knowledge and skills for pupils' next steps.

**1.2** Adapt our curriculum to ensure that learning gaps created by Covid-19 are filled for all students.

**Ensure that the curriculum has a positive impact and leads to good progress for all pupils, particularly those who are disadvantaged or have SEND:**

**3.1** Use assessment data effectively, reviewing pupil progress and employing targeted interventions to ensure that all pupils, but particularly SEN and disadvantaged pupils, make good progress, achieving FFT50 targets or better.

**3.2** Introduce a KS3 Diploma in order to improve pupil progress in Years 7 – 9.

**3.3** Develop our use of formative assessment and the positive impact of assessment on teaching and on pupil learning

**Ensure consistently effective implementation of the curriculum:**

**2.1** Improve pupils' written and oral communication through explicit teaching of subject specific vocabulary across all subject areas and phases of the school.

**2.2.** Explicitly define, teach and assess knowledge across all subject areas and phases, building memory skills so that pupils retain knowledge.

**2.3** Improve the quality of pupils' writing across the curriculum in the Primary Phase.

**2.4** Ensure that pupils read high quality and authentic texts in every phase throughout the curriculum.

**2.5** Continue to develop pupils' confidence with numeracy across the curriculum

**2.6.** Ensure that the delivery of the curriculum is ambitious, challenging and has relentless high expectations for all learners, and especially our vulnerable pupils, so that all make good progress and gaps are narrowed.

**2.7** Develop our Teaching and Learning strategy so that teachers take ownership of the development of the craft of teaching.

**Develop positive behaviour and attitudes in all pupils, thereby giving them the greatest possible opportunity to achieve positive outcomes:**

**4.1** Improve the consistency of behaviour systems & support in order to improve Behaviour for Learning, so that high expectations for BfL are consistently met and modelled across all phases of the school.

**4.2** Develop provision in unstructured time so that behaviour is consistently positive outside of the classroom. – subject to Covid1-19 restrictions.

**4.3** Improve the rate of attendance and punctuality for all pupils and particularly SEN and disadvantaged pupils.

**Develop outstanding provision for the personal development and welfare of all pupils:**

**5.1** Develop, embed and monitor the Concordia Crescimus Curriculum across the school.

**5.2** Establish Salus as a welfare hub for Senior School students and ensure that it is effectively supporting students with a range of needs.

**5.3** Develop the Nosce Te Ipsum element of the CC Framework to ensure that all pupils achieve the NTI curriculum intent.

**5.4** Strengthen the impact that Pupil Voice has by ensuring that it is collected and acted upon systematically throughout school.

**5.5** Embed and monitor structures for inclusive pupil leadership and responsibilities.

**To develop the effectiveness of leadership and management in order to improve the quality of education throughout our school:**

**6.1** Develop the effectiveness of Middle Leaders and subject leads so they have a positive impact on pupil progress.

**6.2** Develop mutually effective and productive partnerships with our stakeholders and the wider community that we serve

**6.3** Develop a tailored CPD programme for teachers which enables all to develop their knowledge and practice effectively.

**6.4** Ensure that our school is financially sustainable for the long term.

**6.5** Implement the strategy and action plan to create an effective staff wellbeing and development programme.

DRAFT