Southern Cross

School Development Plan 2023 - 2024

Vision

A centre of excellence built on a relational approach, where pupils feel safe to explore and enjoy learning, achieving positive outcomes and successful futures for all.

Purpose

To provide a nurturing learning environment that ensures children thrive and achieve academically, emotionally and culturally.

ENDEAVOUR
Federation

2023/2024 Priorities

1. Literacy

   - To develop opportunities for reading for pleasure.
   - To improve phonic awareness
   - To develop vocabulary requisition
   - To improve handwriting interventions

2. To develop a numeracy strategy

   - To use data to identify pupils who need additional support in Maths
   - To identify and train staff in numeracy interventions to improve pupil outcomes.

3. To further develop restorative practice across the schools

   - All staff to be trained in restorative approaches and impact to be monitored.
   - More key staff to be trained in conflict resolution
   - All conflict resolutions sessions to be recorded on conflict hub.
   - Peer mediation to be piloted in all schools.

4. To improve pupil attendance

   - To improve school attendance by 5%
   - To embed robust attendance procedures including FPN & further embed the distributed leadership model.
   - To develop an outreach provision for pupils with significantly low attendance for pupils with emotional school based avoidance / dysregulation.
   - To promote attendance through whole school strategies.

5. To broaden the curriculum offer and improve staff pedagogy

   - To renew or source a construction, mechanics or other vocational programme to broaden the curriculum.
   - To offer a humanities qualification at KS4
   - To develop curriculum groups so they address pedagogy
   - To join curriculum hubs and improve subject specialist training.

6. To improve parental communication and engagement

   - To improve use of parentmail
   - To improve the use of class dojo for all staff and parents.
   - To continue with monthly coffee mornings

7. To improve the mental health offer for pupils

   - To develop a tiered approach to mental health and well being support
   - To ensure staff are trained appropriately in relation to mental health
   - To improve the monitoring of mental health support and the impact.
   - TO develop a whole school approach to assessing mental health needs.
   - To enhance staff awareness and understanding of LBGTQIA+ matters

8. To further develop safeguarding procedures.

   - To ensure all safeguarding policies are current and up to date.
   - To improve safeguarding culture across the school.
   - To ensure robust arrangements or site security, understood and applied by all staff.

9. To improve staff retention and induction

   - To retain good quality staff
   - To ensure consistent implementation of existing onboarding and induction processes
   - To Implement an induction process for supply staff
   - To identify push and pull factors for staff churn
   - To review recording procedures on Blue Sky for non-teaching staff

10. To improve pupils access to therapy

   - School to have a clear vision of how therapy is used and what therapy is available to pupils.
   - To have systems in place to measure the impact of therapeutic provision.

11. To continue to focus on staff and pupil wellbeing

   - Improve the Staff Wellbeing offer