

Hiltingbury Junior School

School Strategic Plan 2017/2020



Daring
Believing
Achieving
Together

L E A R N
Primary

Our Vision

Daring, Believing, Achieving Together

We are a school family that challenges itself to think bigger; we want to be the best that we can possibly be. Therefore, we are outward looking, innovative and expectant. We are happy to take risks and feel safe recognising and learning from our failures. We know that supporting one another we can achieve great things, children and adults together. We take inspiration from all that we, and others, have accomplished before and are excited and eager about the challenges and opportunities that are to come.

So this is what we value...

...and these are our next strategic priorities...

- Creating a celebratory, exciting and challenging learning experience;
- Ensuring exceptional teaching and learning in an inspirational school;
- Driving a rewarding, rich, engaging curriculum;
- Building a thriving, caring, pupil-led community;
- Developing positive behaviours for life-long, self-motivated learning;
- Promoting the social, moral, cultural, spiritual and physical development of all our pupils;
- Encouraging local, national and international collaboration.

- Our pupils, staff, governors and parents will benefit directly from being part of a thriving alliance;
- All staff have access to the highest quality personal and professional development;
- A rewarding, rich, engaging curriculum will be accessible to all our pupils;
- Our pupils are creating their own 'NSS' status.

And our pupils recognise that these will help them to achieve

WE CARE Learning Skills

Working Together, Enthusiasm, Creativity, Ambition,
Reflection and Enquiry

School Rules

Be Safe, Respectful and Responsible

Our pupils, staff, governors and parents will benefit directly from being part of a thriving alliance

Benefits	By the end of	Staff, governors, pupils and parents recognise the benefits of being part of an alliance but can also pin point the challenges	By the end of	Staff, governors, pupils and parents feel the benefits of being part of our alliance and are actively planning to remove the challenges	By the end of	Staff, governors, pupils and parents are proud advocates of the our alliance and are actively promoting the benefits of this to others
Involvement	Year 1	All staff wanting to be actively involved in the alliance are identified along with areas of interest and expertise.	Year 2	All staff wanting to be actively involved in the alliance are part of the training programme	Year 3	All staff wanting to are actively involved in sharing expertise and contributing to the work of our alliance
Relationships		Links between colleagues in key areas across the alliance have been established		Relationships between colleagues in key areas across the alliance are being fostered		The results of the work from these groups is being shared throughout and beyond the alliance

All staff have access to the highest quality personal and professional development

Well Being	By the end of	All staff will have a shared understanding of what well-being means in school and significant progress will be made against a key thread	By the end of	All staff recognise the role they have in nurturing positive well-being and significant progress will be made against most key threads	By the end of	All staff will be proud of the care taken of their well-being and significant progress will be made against all key threads
CPD	Year 1	All staff will have access to reviewed approach of more innovative and personalised CPD programmes	Year 2	All staff will have access to refined innovative and personalised CPD programmes that demonstrate evidence of impact	Year 3	All staff will have access to best practice CPD, driven by trust and freedom, leading to a thriving learning community who have a positive impact on the quality of teaching and learning
Performance Management		An agreed format for all staff which ensures clear links to personalised CPD and PRP		Clear evidence of impact of self-directed PM on quality of teaching and learning within the school		A fully responsive model of PM is in place to ensure best possible CPD alongside PRP

A rewarding, rich, engaging curriculum will be accessible to all our pupils

Subject Development	By the end of Year 1	First year of rolling programme of foundation subject development completed	By the end of Year 2	Second year of rolling programme of foundation subject development completed	By the end of Year 3	Third year of rolling programme of foundation subject development completed
Subject Leader Development		First year of rolling programme of foundation subject leadership completed		Second year of rolling programme of foundation subject leadership completed		Third year of rolling programme of foundation subject leadership completed
Foundation Subject Assessment		Creation of assessment ladders in line with rolling programme to ensure accurate standardisation and moderation		Cross-alliance moderation of Year 1 foundation subjects		Moderation and modelling of standardisation of foundation subjects beyond the alliance

Our pupils are creating their own 'NSS' status

Pupil Voice	By the end of Year 1	Pupil voice groups (PVGs) actively promoting their success within the community, with links established across the alliance	By the end of Year 2	PVG conferences and special events held across the alliance	By the end of Year 3	Pupil-led PVG conferences and special events held across the alliance and beyond
Enrichment Opportunities		Annual programme of sporting and cultural events in place for all pupils		Annual programme of sporting and cultural events expanded, including links across the alliance		Gold Sports Mark and Artsmark will have been awarded
Accurate Interventions		Best practice in providing accurate interventions will be agreed		Best practice in providing accurate interventions will be agreed and we will remain on a strong trajectory for 85%+ of pupils achieving ARE in R,W+M		85%+ of pupils are achieving ARE in R,W+M