

School Development Plan 2021-24

Board of Trustees' Strategic Vision 2021-24 - Aspire to be the best high school in Worcestershire

The Board of Trustees pledges to shape the strategic vision of the Academy, ensuring that the Academy leaders provide a first-class educational experience for its students so that South Bromsgrove High enjoys an enviable reputation within Worcestershire.

Objective – linked to Trustees' strategic vision	Strategy	Success Criteria to be achieved by 2024	SLT
<p>1. Academic <i>To achieve a higher position on the Worcestershire 'exam results league table' year on year and over time to maintain a top 5 position.</i></p>	<ul style="list-style-type: none"> To improve the quality of teaching and learning through a focus on subject specific classroom practice. To improve the effectiveness of assessment across the school. 	<p>Key Stage 4 2024 – Whole school Progress 8, above average. Progress 8 average for disadvantaged students. ALPS 3 2023 – Whole school Progress 8, average. Progress 8 average for disadvantaged students. ALPS 4 2022 – Whole school Progress 8, average. ALPS 4</p> <p>Key Stage 5 2024 – ALPS 3, Average grade of B. 2023 – ALPS 4 2022 – ALPS 4</p>	<p>MC, HTL and AT</p>
<p>2. People <i>Staff performance – recruit, develop and invest in high performing new teachers and school leaders.</i></p>	<ul style="list-style-type: none"> Systematically develop staff through our Career Development Pathways programme, the Early Career Framework and our appraisal system. 	<ul style="list-style-type: none"> Successful delivery of the Early Career Framework Annual staff CPD survey indicates that 95% of respondents feel CPD and CPD opportunities are relevant, transparent and fair. Annual staff CPD survey indicates that 95% respondents feel that appraisal system is developmental and supportive. 	<p>SL and TR</p>
<p>3. People <i>Students – to thrive, feel valued, inspired, be happy with their learning experience and be enabled to perform at their highest potential.</i></p>	<ul style="list-style-type: none"> Support all students in engaging with at least 3 character building activities in a year which develop them as polite, compassionate, well rounded and resilient young people. 	<ul style="list-style-type: none"> Tracker shows that 100% of students have completed 3 extra-curricular/character building activities during the year. 	<p>PA, SI, NI, SJC and SM</p>

2021 Targets

Key Stage 4: Progress 8, average. ALPS 4.

Key Stage 5: ALPS 4. Average grade B.