



Elm Grove's School Development Plan

2021-2024 3 Year Plan

Priorities agreed as a result of data analysis, professional dialogue, governor input, monitoring & questionnaire feedback

*Text in bold = priorities for 2021-22

- **Improve outcomes for vulnerable groups (SEND, Pupil Premium pupils & those most affected by COVID) by offering bespoke learning opportunities**
- **Further improve the quality of teaching and learning by deploying members of the senior leadership team to be critical and challenging 'friends'**
- **Continue to improve outcomes in English to ensure whole school consistency with regard to phonics, grammar, spelling, handwriting and the love of reading, using the new DfE Reading Framework**
- **Enhance the Ofsted framework to further develop the provision of foundation subjects acknowledging issues such as, climate change and black history**
- **Rigorous investigation in ways to ensure respect for all communities, celebrating diversity and challenging discrimination**
- **Improve outcomes in maths through further developing the mastery approach and strategies such as 'same day intervention'**
- **Enable children to have access to an inspiring broad and balanced curriculum which encourages collaboration, problem solving, critical thinking, metacognition and high aspirations for their future**
- **The use of staff research in order to make sure that the school has a clear focus on self-improvement**
- Enhance the provision of strong, strategic leadership at all levels that is responsive and flexible to the needs of the children, staff and parents and carers in the current climate of regular change
- Emphasise the need to promote and sustain high standards across all areas of the curriculum by consistent implementation of first quality teaching
- Further improve the provision of IT in order to ensure maximum impact on learning for adults and children.
- Ensure appraisal is rigorous to meet the needs of the school and individuals and to promote well-being for all
- Further investigate and implement systems and strategies which support the development of resilience for all
- The use of all forms of communication in order to ensure parents and carers are aware of all aspects of children's development and feel included
- Ensure the school has a favourable public image by what it does, how it promotes and celebrates its successes, as well as how its environment reflects its values

- Further the concept that the school is a learning place for all, with a clear focus on professional development and partnership working
- Develop succession planning that takes into account diversity, equality and the promotion of staff into different roles
- Review the school behaviour policy ensuring all staff feel confident in its implementation

(Autumn Term 2021)