

Executive Summary of the School Development Plan 2016-17



1 Teaching and Learning

- To develop a teaching and learning strategy which permeates all aspects of departmental development and to develop a clear SWGS learning ethos. To develop the teaching foci identified from the 2015-16 review
- AG&T – Continue to embed opportunities across all subjects
- To further refine the Department Review Process and develop a more open culture of peer observation and shared practice
- To ensure consistency of performance in all subjects at KS4 & KS5
- To continue to embed students' independent learning skills at KS5

2 Leadership

- Succession planning in key support and leadership roles
- To continue to implement SWGS Vision 2020
- Ensure that the accountability by middle leaders is strong
- To continue to explore mechanisms to maximise social mobility and access to South Wilts Grammar School

3 Curriculum

- To review curriculum planning at KS5 in preparation for delivery of new specifications
- To review continue to plan and review curriculum delivery at KS4 as new qualifications come on line
- To continue to embed literacy, numeracy and SMSC
- To develop a more comprehensive work experience programme at KS5 and consider alternative provision of work related learning at KS4
- To plan and facilitate the delivery of the KS5 curriculum post 2017

4 Behaviour and Attendance

- To refine the process for monitoring attendance at all key stages
- To continue to embed expectations of punctuality and to consider the partial removal of bells

5 Pastoral Matters

- Further support and develop the capacity of TA roles
- To monitor and quality assure pastoral programme at KS4 and KS5
- To develop Healthy Schools objectives with a particular focus on support for mental health issues across all years
- To review the effectiveness of the school reward system

6 Assessment and Reporting

- To become familiar with the new outcomes measures at KS2
- To develop a system for tracking student progress at KS4 with the introduction of the new GCSE grading 1-9
- To introduce and embed a new school system for assessing progress at KS3
- To review and embed school feedback policy
- To continue to monitor the use and impact of Pupil Premium funding

7 Partnerships

- To continue to work with SWAT partner schools
- To further develop the Salisbury SUPA (Southampton University Partnership Alliance)
- To continue to develop the provision of e-safety guidance for staff, students and parents
- To undertake a trial year as Science Learning Network hub site
- To continue to support primary outreach work in Science and Computing

8 Communication with stakeholders

- To further develop the use of the parent portal
- To develop a marketing Strategy for the school
- To continue to review business links

9 Staff Development

- To continue to review the appraisal policy and procedures for both teaching and support staff
- To continue to plan for succession in key areas of the support staff
- To further investigate options to support the well-being of staff
- To review and develop the induction procedures for staff

10 Building and resources

- To develop the use of the new style VLE
- To complete the refurbishment of the running track and setting up systems and agreements to ensure longevity
- To further consider to find means to improve road safety immediately beyond the front gates
- To develop a long term strategic plan regarding building maintenance
- To review the service provision for both HR and finance and consider the role of cashless catering
- To roll out stay safe procedures