



The Highfield School
A Leading Edge Specialist Science College
Headteacher: Mr Ian Morris, BA (Hons)



Strategic Direction

3 Year School Development Plan

2009/2012

OUR SCHOOL, OUR FUTURE



Strategic direction

Our strategic direction has been determined by;

- first and foremost, our ambition to be the best we can be;
- the national imperative to raise young peoples skills for living and working;
- our desire to give every student the opportunity to lead fulfilled and enriched lives;
- the desire for the school to be a true community school;
- the Every Child Matters agenda (be healthy, stay safe, enjoy and achieve, make a positive contribution, achieve economic well-being)
- the need to meet our statutory targets and improve our value added scores.

Strategy overview

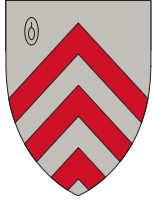
Vision – what our school should be

Mission statement – how we will achieve our vision

Strategic aims – how we will achieve our mission statement

Statements of **strategic intent** for each strategic aim

Intended outcomes for each statement of intent



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Our vision

To provide a stimulating learning environment with a scientific orientation across the whole curriculum, which maximises individual potential and ensures students of all ability levels are best equipped to meet the challenges of education, work and life. By providing access to all we offer, we will be creating opportunities for everyone.

We will do this through excellence in teaching, positive relationships and mutual respect for all with a shared sense of pride in The Highfield School.



Our mission statement

We will be the school we want to be when:

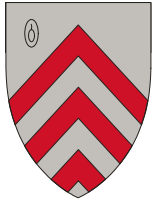
- our high aspirations for all our students are evident and we provide an excellent personalised education which ensures that every student is able to progress and reach their highest standards;
 - we identify and help address additional needs through a system of early intervention and targeted support;
- and
- we provide a range of activities and opportunities to enrich the lives of our students, families and the wider community.

Our strategic aims

We will realise our vision through five strategic areas:

1. Student learning
2. Staff learning
3. Behaviour for learning
4. Parents/Community
5. School leadership

Each of these areas will have a strategic statement of intent and intended outcomes for the following five year period.



Strategic area 1- student learning

Statement of strategic intent

We will offer a breadth and richness in the taught curriculum together with a breadth and richness of learning experiences to allow each individual to lead a fulfilling life. Our students will have developed a range of personal learning and thinking skills.

Intended outcomes

- appropriate curriculum pathways of learning for all students;
- meeting of statutory targets and improved value added scores;
- personal learning and thinking skills are seamlessly embedded in schemes of work and lesson plans. Students have evidence of success;
- every student will have the opportunity of at least one enrichment experience per year;
- lesson quality is 90% good or better with no inadequate teaching.



Strategic area 2 – staff learning

Statement of strategic intent

We will provide personalised learning opportunities for staff to enhance their skill set so everyone is an energised member of our learning community.

Intended outcomes

- every member of staff has personalised development opportunities;
- meeting of statutory targets and improved value added scores;
- lesson quality is 90% good or better with no inadequate teaching.



Strategic area 3 - behaviour for learning

Statement of strategic intent

We will have a positive learning environment established through a culture of mutual respect embodying fairness, positive re-enforcement and a sense of community.

Intended outcomes

- reduced exclusions, sanctions and use of on-call;
- improved attendance, punctuality and 'attitude to learning' scores;
- every student has the opportunity to represent the school or the community in a positive manner;
- meeting of statutory targets and improved value added scores



Strategic area 4 – parents / community

Statement of strategic intent

We will be genuine partners with families and an integral part of the local and wider community as we believe the local/wider community can bring improved outcomes and experiences to the students of The Highfield School and that the school will positively impact on community outcomes.

Intended outcomes

- increased parental satisfaction with the school;
- increased parental consultation – e.g. on key school policies, focus groups etc.;
- increased adult learning engagement;
- increased engagement with community groups and local/national businesses;
- increased interaction with other local schools and education providers;
- meeting of statutory targets and improved value added scores;



Strategic area 5 - leadership

Statement of strategic intent

Leadership will be innovative, creative, distributed, empowering and accountable. It will engage the full school community.

Intended outcomes

- leadership at all levels in the school will be perceived as above;
- an enhanced distributed leadership structure;
- expanded leadership opportunities;
- progression of our leaders to promoted posts;
- improved quality of leadership;
- meeting of statutory targets and improved value added scores.



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Science

Strategic Intent	Nature of Direction	Key Outcomes
The Highfield SchoolWhole school improvement....	<ul style="list-style-type: none"> • 2009 5A* - C incl. English & Maths = 60% • 2010 5A* - C incl. English & Maths = 62% • 2011 5A*-C incl. English and Maths = 62% • CVA at KS4 & 5 to be above average
Student Learning	We will offer a breadth and richness of curriculum together with a breadth and richness of learning experiences to allow each individual to lead a fulfilling life. Our students will have developed a high level of personal learning and thinking skills.	<ul style="list-style-type: none"> • appropriate pathways of learning for all students, including intervention. • lesson quality is 90% good or better with no inadequate teaching
Staff Learning	We will provide personalised learning opportunities for staff to enhance their skill set so everyone is an energised member of our learning community.	<ul style="list-style-type: none"> • every member of staff has improved professional practice • lesson quality is 90% good or better with no inadequate teaching
Behaviour for Learning	We will have a positive learning environment established through a culture of mutual respect embodying fairness, positive reinforcement and a sense of community.	<ul style="list-style-type: none"> • a successful rewards programme and 'attitude to learning' scores • reduce fixed term exclusions, sanctions and use of on-call • improved attendance and punctuality • every student represents the school or the community in a positive manner
Parents / Community	We will be genuine partners with families and an integral part of the local and wider community, as we believe the local/wider community can bring improved outcomes and experiences to the students of The Highfield School and that the school will positively impact on the community.	<ul style="list-style-type: none"> • increased parental satisfaction and participation in the school • increased number and range of community learning opportunities and participation rates for adults and families • increased engagement with community groups and local/national businesses • increased interaction with other local schools and education providers
Leadership	We will have innovative, distributed, empowering and accountable leadership. It will engage the full school community and ensure effective implementation of the school development plan resulting in overall school improvement.	<ul style="list-style-type: none"> • an expanded and enhanced distributed leadership structure • students feel empowered as leaders • to have consistently good or better leadership