



# Denmark Road High School – Values and Vision 2019-26

## ***Year 7 - Denmark Road High School vivid description***

Denmark Road High School is the school and employer of choice at the heart of the City of Gloucester because it champions the personal strengths of each individual. Every student and member of staff is and feels valued, inspired and supported on their journey to success. Students and staff openly communicate pride in their school because they feel they belong. The community locally and nationally know of our unique identity and the excellence of education provided. We design and share improvement strategies, contribute to national education changes and are recognised and valued as one of the top grammar schools in the country. Due to our excellence we have supported other schools to develop. We have sponsored a new school / formed a MAT / started a grammar school stream in XXX / started a grammar school in another authority / developed a stream/school under our brand in another country.

Denmark Road High School makes time for people and important things, as a result we are happy being part of our community. Leaders are respected as they model excellence. Their example and practice motivates others. Leaders ensure quality provision which listens, understands and adjusts to the community we serve. There is a shared desire to continually do our best to develop ourselves, the school, the community. Everyone knows and understands their role in our school, they embrace and practise autonomy and as such are all leaders. Every member of our community is motivated to be accountable for themselves and their actions. Leaders provide a system of self-challenge, self-improvement and collaboration to facilitate this. We engage in research and collaborate within and beyond the school as we pursue our shared desire to raise standards, promote wellbeing and remove the barriers which limit opportunity.

The individuals within our community are nurtured through exceptional and memorable experiences. Our community creates empowered individuals ready to move forward with confidence, curiosity and commitment. We, individually and collectively, are ready to discover and realise our personal best, in honour, shaping the future through adaptation to change and flourishing through opportunity and challenge.

## ***Year 3 - outcomes***

- **Fully embedded Professional Development Review process that impacts positively on staff development**
- **Values / Vision / Goals as part of PDR for all staff**
- **Staff sabbaticals research being undertaken / links being sought**
- **Regularly present on 'X' at National / GSHA conferences**
- **Know what the local community needs and have planned our part in this**
- ***Research based projects occur annually***
- ***Effective and sustained links with at least 10 primaries (addressing social mobility and community engagement)***
- ***Working on making whichever development of the DRHS brand a reality – MAT, Free School, Sponsor a school, School/Grammar Stream in a new country***
- ***Have a sponsored Travel Scholarship in place for students***
- ***Alumni and associated events well established, their financial as well as careers/friendship support sought for the first time***