



# School Improvement Plan Priorities 2020-21

	Priority 1	Priority 2	Priority 3	Priority 4
	Excellence & Leadership	Enriching Lives	Growing the DRHS brand	Help Us Grow
Headteacher will drive all 4 priorities	Excellence from every person, system, activity at every level of the organisation.	Knowing our role. Being autonomous and accountable. Developing staff. Responsive practice.	Developing our identity and our offer for our members and the community.	Ensuring finances, facilities and buildings are appropriate to achieve our priorities.
Headteacher specific responsibilities	SLT Modelling Excellence & Leadership; Equality & Diversity; Review of Strategic Vision; Compliance; Embedding new system of Members / Trustees with Chair of Trustees.	Improve SLT effectiveness through coaching and RPD; Staff Wellbeing (planning time, work/life balance); DRHS Challenge.	Researching next steps for the DRHS brand; DRHS Gloucester City Holiday Programmes.	Help Us Grow campaign; Target reserves in accordance with reserves policy; Secure funding for and build the new Science Block and Fitness Suite.
Business & Operations Manager	Support function productivity maximised through Help Desk function on Every; Establish a clear and maintained system of documentation on Every.	Review and restructure (as appropriate) the support staff function of the school; Each support staff member to be clear of their role in school improvement and pro-active in securing progress.	Sustainable School.	Revisit 10 year building plan and create a strategy for achieving this.
				Create and implement costed rolling plan of premises development / maintenance; Create costed department asset registers (standard format) with a rolling plan of replacement and development.
Assistant Headteacher P&W Y7-9, T&L & Partnerships	Develop formative assessment in curriculum INTENT, SOL, planning and lessons.	Develop metacognition and self-regulated learning through thinking hard	Develop and grow partnerships within our community and nationally; Lead at presentations on local or national forums.	
		Develop responsive professional development opportunities both internally and externally matched to staff needs; Teacher on a page – support for all evidenced; Embed and encourage Online RPD.	Develop our curriculum through the implementation of PiXL strategies across the school: Aim to have contributed a presentation to this network.	
		EAL, PP & SEND – positive progress & wellbeing for all.		
Assistant Headteacher T&L: Progress & Achievement	Establish Middle Leader excellence through the design and delivery of the Director Development Programme Year 2. Focus on QA & collaboration. Curriculum and Intervention.	Academic Review Days; Embed collaborative QA and quality intervention.	BYOD and IT in the classroom / DRHS experience; Paper free school; Online parents evenings; Online marking; Recorded lessons; Online meetings/recorded meetings; Use of chat with students.	<b>Establish System excellence:</b> Coordinated and planned Communication; New systems in place and used effectively by the right staff; Migration to 365.
	GDPR			
Assistant Headteacher: Curriculum & STEM		Student lives are enriched through active participation in an enriching, challenging and relevant curriculum; Choice & Challenge – wider learning.	Further develop DRHS+ Curriculum Intent to incorporate the equality and diversity agenda and enrichment for all.	
		Implementing the Careers Strategy; Year 10 WEX; Careers Fair.	Future Proof.	
		Reading for pleasure and wider reading.		
Assistant Headteacher P&W Y10-11, Director of Post 16	Establish PWC excellence through the design and delivery of the PWC Development Programme Year 1 (of 2); Encouraging excellence through consistent celebration of positive contributions.	Further improving progress of identified groups (Target 10, Modified Curriculum); Mini DRHS; Year Group Chats; Wider support for engagement utilizing support staff skills.	Further develop DRHS Sixth as the Post 16 provider of choice in Gloucester.	
		Develop Positive Wellbeing (Mental Health) provision by creating and implementing a strategy to address The Green Paper & Mental Health Champions Award; Establish one or more Deputy Leads.		