



Solefield School Strategic Priorities 2015 - 2017

From the vision we have developed six priorities that are the drivers for our school plan. This is the first year of the plan and it will be evaluated each January. In addition to input from the stakeholders (boys, parents, staff and governors), Solefield receives regular feedback and advice from a serving Reporting Inspector regarding the academic and leadership parts of this plan.

Priority 1 – Academic

How can we improve the quality of what is on offer within the academic classroom – curriculum and delivery?

Priority 2 – Pastoral

How can we improve the care and overall school experience for boys, including giving them a louder voice?

Priority 3 – Leadership and Management

How can we best use our staff to deliver the school's aims and vision?

Priority 4 – Marketing, Communications and Relationships

How can we improve communications between school and parents, prospective and current?

Priority 5 – Facilities and Catering

How can we improve the fabric of the school and the lunchtime experience for the boys?

Priority 6 – Co-curricular

How can we improve the quality of what is on offer outside the classroom?

Academic

Increase the focus on the more able

Improve the overall quality of lesson delivery

Improve handwriting and grammar skills

Monitor success of the new reading scheme

Update the whole school PSHE Scheme of Work

Create a whole school provision map

Increase the use of tracking data to inform planning and monitor progress

Develop the use of ICT including e-learning (report within Facilities section – see below)

Pastoral

Introduce a working and effective School Council

Track and follow up of playground and disciplinary incidents

Maintain Individual Pupil Records (IPRs) with consistent staff use

Review the Whole School Code of Conduct for boys, staff, parents and governors

Improve the programme for the Year 8 Post Exam Group(PEG)

Leadership & Management

Increase the role and responsibility of the middle manager

Expand and improve our CPD and Inset, both individual and whole school

Ensure regulatory requirements are met for inspection and review policies to ensure they are fit for purpose and comply with all regulations

Update HR documentation: Staff Handbook, Staff Code of Conduct and Employment Manual

Review admin staffing and accommodation

Marketing, Communications & Relationships

Redesign the school website

Improve admissions marketing

Improve communication between home and school

Promote Year 7 retention

Extend feedback to parents regarding pupil progress

Facilities & Catering

Improve the lunch experience for boys

Introduce a rolling program of maintenance

Initiate major school development including:

- Rebuild of dining hall block

- Relocation of kitchens

- Reconfiguration of classrooms, admin space and loos

- Outside space

Develop ICT facilities, curriculum & e-Learning

Co-curricular

Clubs

Increase the number of clubs available for Juniors

Increase participation in competitions

Centralise key data on all external coaches

Create a handbook for (external) club takers

Improve the efficiency of billing for clubs

Music

Broaden the curriculum to give further musical opportunities

Challenge the more able including scholars

Increase the emphasis on technology in Music

Drama

Build stronger links with the community through Drama

Raise the profile of Drama, increasing boys' confidence and stretching the more able

Improve the facilities for Drama

Sport

Increase the range of sporting opportunities for Solefield boys

Introduce structured targets for the more able

Art

Raise the profile of the Solefield Art department

Identify and stretch the more able in Art

Conclusions

The attached objectives provide a detailed list of activities and targets for the Headmaster and school to follow.

It is important that despite the breadth of this plan, focus must remain on the FIVE overriding priorities for the next few years:

1. The quality of what is on offer to the boys inside and outside the classroom – DP

- a. Focus on the more able
- b. Improving the quality of lesson delivery
- c. Developing the use of ICT
- d. Co-curricular development

2. Appropriate staffing levels (Early Years and KS1, More Able, Admin) and competitive salaries – DP

- a. TA support for more able and cover of teaching shortfall arising from greater staff responsibilities
- b. Art and Science technician
- c. Admin support to ease pressure on BV, manage Old Boys, support admin heavy staff (CH, RF)

3. Compliance with the latest legislation and Independent Schools Inspectorate regulations – DP

- a. Ongoing Reporting Inspector support
- b. Training to ensure best practice, especially within safeguarding and compliance

4. The updating of facilities to ensure the best experience for the boys – RP

- a. New Build
- b. Rolling programme of maintenance
- c. Investment in ICT

5. The financing of the above whilst ensuring the long-term financial stability of the school – FN and RC