



### **Mission Statement**

For all of our students to believe in themselves, achieve their academic and social potential, and to succeed in securing their future in education, training or the workplace

and

For all our students to be welcomed with a smile, to be protected from physical and emotional harm, to be guided when they are lost, and to be given the encouragement and opportunity to be independent knowing that there are caring adults around them who will provide unconditional care, support and challenge to help them succeed.

### **3 Year Vision Priorities**

#### **Effectiveness of leadership and management**

- For Parrs Wood to be recognised as a centre of academic and pastoral excellence due to high outcomes for students, internal high quality CPD, the proportion of staff securing promoted positions, and the number of leaders who are supporting other schools, including those as Specialist Leaders of Education.
- A school known for its development and wellbeing of its staff.
- A school where all support staff have a true understanding of their school.

#### **Quality of teaching, learning and assessment**

- Increased proportions of Good and Outstanding teachers (90% and 40% respectively), triangulating with outcomes and PWHS Appraisal Performance measures. Eradication of any 'requires improvement' teaching.
- Consistent and explicit teacher student learning dialogue that develops meta-cognition and independent learning. Introduction of Growth Mindset at KS3, KS4 and KS5.

#### **Personal development, behaviour and welfare**

- Students have developed responsibility within both academic and social activities.
- Achievement of a student leadership award, at varying levels, for all students that encompasses service to the community, responsibility, independence, team-work, academic and social progression etc.
- To achieve the 'Artsmark Award' as evidence of our ongoing commitment to quality and diversity in arts and culture education across all phases.

#### **Outcomes for children and learners.**

- KS4 Outcomes Attainment 8 and Progress 8 measures significantly positive.
- KS5 Learner Achievement Tracker significantly positive.
- All student groups achieve significantly positive outcomes.
- Progress Gaps for disadvantaged groups, particularly in English and Maths, reduced to 5% whilst maintaining an upwards trajectory for all students.

#### **Human, Physical and Financial Resources**

- Balanced budget.
- Income stream development.
- Staff stability in core subject areas - further development of CPD e.g. leadership training opportunities to be accredited as Masters units with MMU.
- Further development of 6th Form facilities.

#### **Equality Objectives**

- To close attainment and progress outcomes gaps for students on Pupil Premium and their non-Pupil Premium peers whilst ensuring that both groups remain significantly above the national average.
- To ensure that exclusions are proportionally representative of gender, Pupil Premium and ethnicity cohorts.
- To close gaps for attainment and progress outcomes for students with SEN and their non-SEN peers and for LAC students when compared to non-LAC students.
- To ensure that all students understand and model the British Values through FRED (Fairness, Respect, Equality and Dignity).

## School Priorities 20015/16

Area	Target/Priority	
<b>Ofsted Priorities (Set by Ofsted at our last inspection in December 2013)</b>	To further improve achievement at Key Stage 5.	
	To further close the gaps in attainment between students known to be eligible for the pupil premium and others.	
	To ensure that all teachers use assessment data to plan work that challenges all students.	
	To ensure that all teaching is judged as Good or better.	
	To ensure that written feedback and questioning is consistently strong.	
	To ensure that the promotion of numeracy skills is consistently strong across all subject areas.	
<b>Achievement</b>	Key Stage 4	<ul style="list-style-type: none"> <li>• 66 %5A*-C inc E&amp;M</li> <li>• Positive Attainment 8 and Progress 8 ( +0.4) Scores</li> <li>- 40 % EBacc</li> </ul>
	Key Stage 5	<ul style="list-style-type: none"> <li>• A*/B at A2 54 %</li> <li>• A*/C at A2 95 %</li> <li>• ALPs T score 4 or better &amp; L3VA Score positive</li> </ul>
<b>Teaching and Learning</b>	<p>90% of Teachers Good+ triangulating observed lessons with work scrutiny, progress and other PWHS appraisal indicators.</p> <p>40% of Teachers Outstanding+ triangulating observed lessons with work scrutiny, progress and other PWHS appraisal indicators.</p>	
<b>Behaviour &amp; Safety</b>	<p>To ensure attendance is above 95.8 % .</p> <p>To reduce external fixed-term exclusions to below 100 days.</p> <p>To increase pupil participation KS3 to 75% in at least one enrichment activity.</p>	
<b>Leadership &amp; Management</b>	<p>To provide CPD opportunities for middle leaders that allows them to develop a portfolio of experience that equips them for senior leadership.</p> <p>To introduce Leadership Award to KS3 and ensure 100% year 7 achieve Bronze Award.</p>	
<b>SMSC</b>	<p>To ensure that all students can articulate how FRED (Fairness, Respect, Equality and Dignity) impacts on their, and others, behaviour, safety and outcomes.</p>	
<b>Overall Effectiveness</b>	<p>To achieve 'Outstanding' In next Ofsted.</p> <p>To maintain current good progress in the Sixth Form and main school to ensure all students leave with outcomes that significantly exceed their peers nationally.</p>	