

St Elizabeth's strategic plan 2022 to 2025

St Elizabeth's School Vision and Mission

Hope, Joy, Dignity and Respect.

Vision is to demonstrate how love of God and love of neighbour can be combined in a compassion of vision of caring for all people, bringing hope and joy in accordance with enduring gospel values. Recognising the humanity in everyone and treating all people with dignity and respect, the Centre serves some of the most vulnerable people in society, to bring to life Christ's words "I have come that they may have life and have it to the full".

St Elizabeth's School is committed to ensuring the students receive a high quality, world class education. Our values are principles that drive behaviour, influence our actions and attitudes, and become our scaffold for life. They influence our relationship with ourselves, others and the wider society.



Preamble

We are a small and expanding special educational needs school with a compelling vision to provide a world class education and development to those children in our care.

At St Elizabeth' centre our holistic approach assures a multi-disciplinary approach to the development of every child and young person St Elizabeth's centre with access to many multidisciplinary teams to develop each young person.

At the beginning of the academic year 2022 brought upon a new leadership team. This provided the leadership team with the opportunity to develop a strategic plan with an opportune moment to pause and reflect on our next strategic steps and future direction. This particularly exciting phase of our journey serves to move to a single compelling strategic focus:

To create a world class educational establishment for children with Epilepsy and other complex learning, care and health needs, where lifelong learning is at the front and centre of all aspects of all our work.

Five key areas (KA) or focus:

Over the next three years, 2022 to 2025, we will be relentless in:

- Pursuing excellence in the curriculum to achieve outstanding progress for all students.
- Raising standards in students' attainment and progress through teaching, learning and assessment of the highest quality.
- Establishing a world class leadership for staff and students.
- To ensure rapid and sustained progress with the Catholic ethos and organisational values.
- St. Elizabeth's places Safeguarding of children and young people of paramount importance. Safeguarding and the promotion of welfare and safety is the golden thread that informs all that we do.

KA1: Excellence in the curriculum to achieve outstanding progress for all students.

Intended outcomes:

- All pathways will be of outstanding standard; Curricula will be extremely well tailored to meet the needs of all our students. The curriculum will become the progression model in all subjects.
- The curriculum across the school will be research informed.

We will achieve these outcomes by:

- Ensuring a high profile of leadership of the curriculum in all pathways; line management and accountability structures to have intent, implementation and impact of the curriculum front and centre of their work, with individual student needs as the heart of improvement and delivery.
- Being forensic when using data to review and evaluate the impact of the pathways within the curricula and taking prompt action to address concerns/deciding pedagogy.
- Making fully justified and evidence informed decisions whenever changes to the content and/or delivery of the curriculum are made.
- Ensuring a greater focus on metacognition when planning and delivering learning programmes across all pathways.
- Becoming a distinguished school and building digitally informed innovation in every pathway.
- Ensuring the provision consistently applies a fully multi-disciplinary holistic approach.

KA 2: Raising standards in student's attainment progress through teaching, learning an assessment of the highest quality.

Intended outcomes:

- All of our students will make progress against the curriculum and mapped to their EHCP targets/ outcomes.
- The quality of teaching, learning and assessment will be of exceptional quality in all pathways of the school and curricula.
- Long term positive outcomes/ destinations/career guidance.

We will achieve these outcomes by:

- Designing and implementing a whole school training programme to embed the notion of curriculum as a progression model.
- Becoming an organisation where pedagogical practise is always evidenced based and research informed. This will be linked through the acquisition of a range of accreditations.
- Implement high quality assessment and quality assurance systems to ensure that progress data is reliable, valid and accurate.
- Deploying management strategically to maximise the impact on the quality and effective effectiveness of teaching, learning and assessments in all areas.
- Ensuring where appropriate information, advice and career guidance is aspirational and informs planning and improved outcomes.

KA3: Establishing a world class leadership for staff and students.

Intended outcomes:

- Leadership at all levels will be very knowledgeable about the school's self-evaluation. Action planning at all levels will be rigorous and accurate with appropriate scrutiny and governance.
- There will be clear progression of leadership and personal development available for all.
- Robust appraisal systems will be at the heart of all professional development.

We will achieve this by:

- Creating clearly defined pathways for leadership progression and professional development at all levels, including students.
- Embedding a culture of collaboration through the multi-disciplinary teams, so that systems operate smoothly at all levels, consistently applied.
- Promoting the concept of servant leadership, whereby leaders take accountability for their decisions they make. As a result, leaders are highly self-reflective facing their decisions on a strong body of well-coordinated and coherent evidence.
- Developing and implementing high quality support programmes for recently qualified teachers. this supported by a programme of well targeted and impactful CPD throughout the school.

KA 4: To ensure rapid and sustained progress with the Catholic ethos and organisational values.

Intended outcomes.

- Ensure the Catholicity ethos, vision and values of St Elizabeth are rooted in all aspect of school life.

We will achieve these outcomes by:

- Embedding Catholicity into all areas of the curriculum.
- Students and staff embrace the Gospel values of Hope, Joy, Dignity and Respect, so that our values drive behaviour, influence our actions and attitudes, and become our scaffold for life.

KA 5: St. Elizabeth's places Safeguarding of children and young people of paramount importance. Safeguarding and the promotion of welfare and safety is the golden thread that informs all that we do.

Intended outcomes.

- Safeguarding is effective, all staff, leaders and governors fully understand and implement policy and practice at the highest level.
- Children feel safe. Families/parents and carers have confidence in the Schools arrangements for safeguarding.

We will achieve these outcomes by:

- Creating a strong culture of safeguarding that permeates through each multi-disciplinary.
- Designing and implementing initiatives to enhance student voice and improving the effectiveness of safeguarding through the curriculum.

These Ten intended outcomes listed above are our strategic indicators of success (SIs) for 2022 to 2025. We will use these indicators to evaluate the impact of our work for the next three years.

These success indicators are listed below:

- **SI1:** All pathways will be of outstanding standard; Curricula will be extremely well tailored to meet the needs of all our students. The curriculum will become the progression model in all subjects.
- **SI2** The curriculum across the school will be research informed.
- **SI3** All of our students will make progress against the curriculum and their EHCP outcomes.
- **SI4** The quality of teaching, learning and assessment will be of exceptional quality in all pathways of the school and curricula.
- **SI5** Long term positive outcomes/ destinations/career guidance.
- **SI6** Leadership at all levels will be very knowledgeable about the school's self-evaluation. Action planning at all levels will be rigorous and accurate.
- **SI7** There will be clear progression of leadership and personal development available for all.
- **SI8** Robust appraisal systems will be at the heart of all professional development.
- **SI9** Ensure the Catholicity ethos, vision and values of St Elizabeth are rooted in all aspect of school life.
- **SI 10** Safeguarding is effective, all staff, leaders and governors fully understand and implement policy and practice at the highest level.