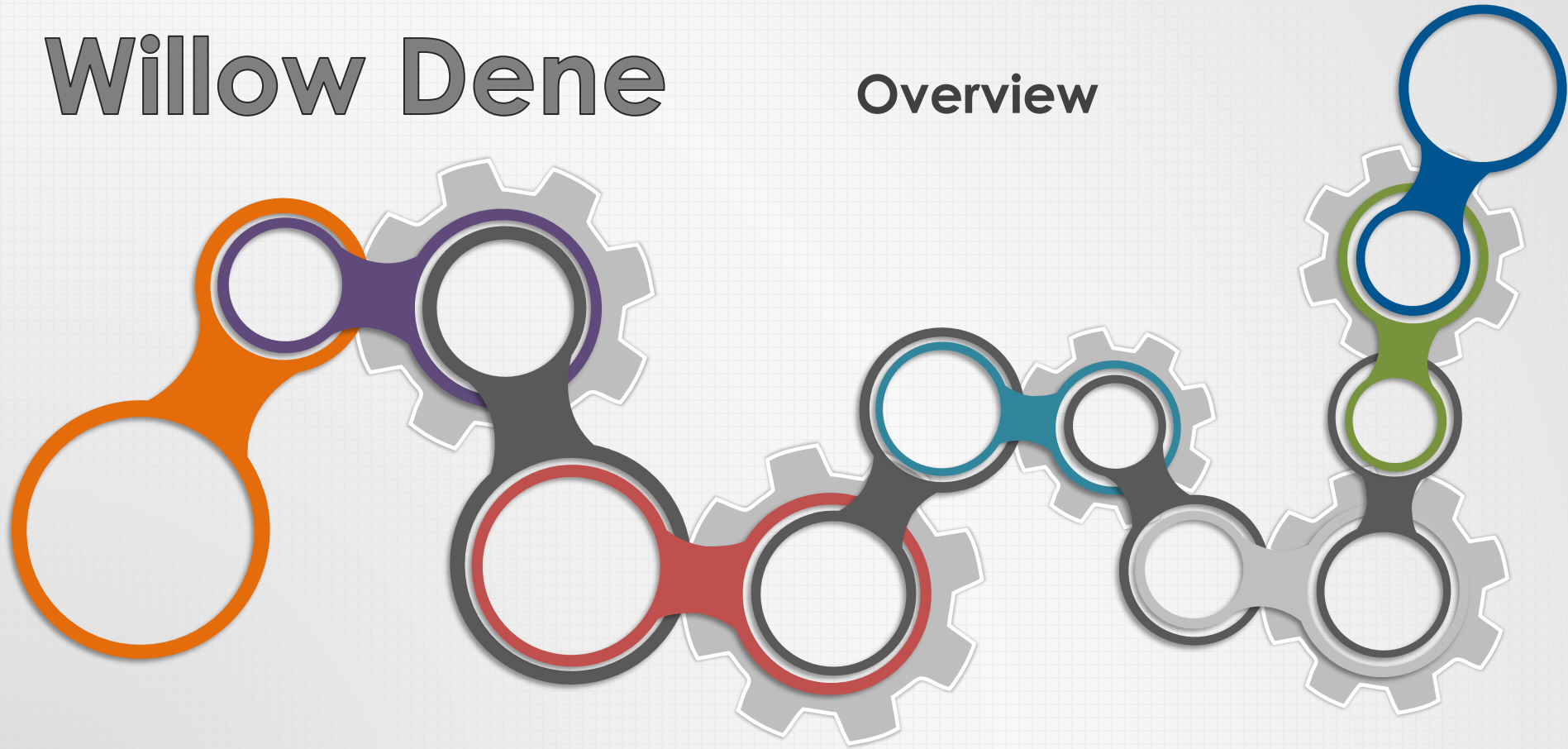
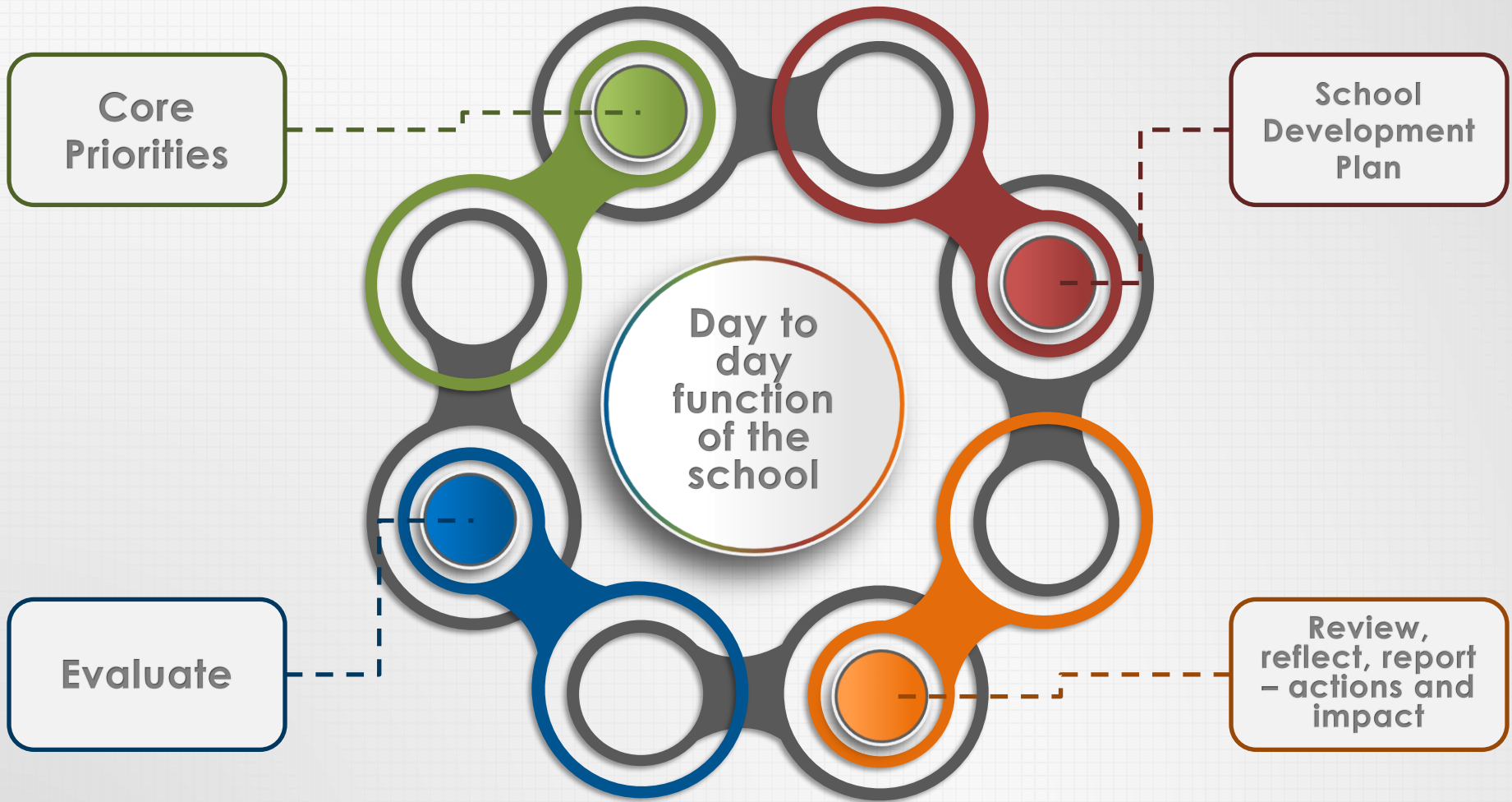


School Development at Willow Dene

Overview





Core Priorities

- 7 Core Priorities each year which form the basis of the school development plan. Some may last for more than one year as the area evolves
- Core Priorities may be informed by evaluation of previous CPs, national or SEN developments, areas highlighted through reflective practice, child or parent interest, staff feedback or external evaluation
- General areas for Core Priorities are discussed as SLT to ensure balance and breadth and good rationale
- Moving forward we are likely to have some shared CPs with Rowan Wood

We are still carrying forward development in all other areas of school life but these are strategic priorities, which are agreed and which all stakeholders are accountable for and informed about. They will underpin our practice and provision while they are current



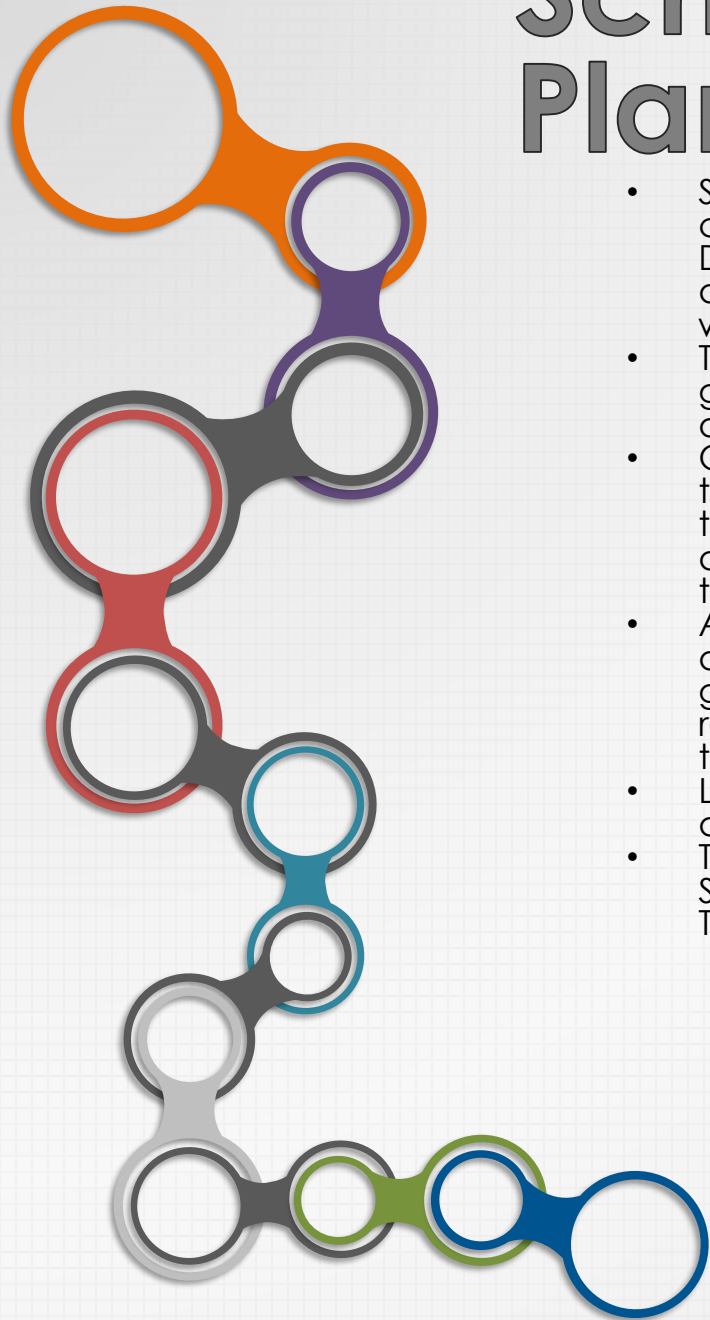
Core Priorities



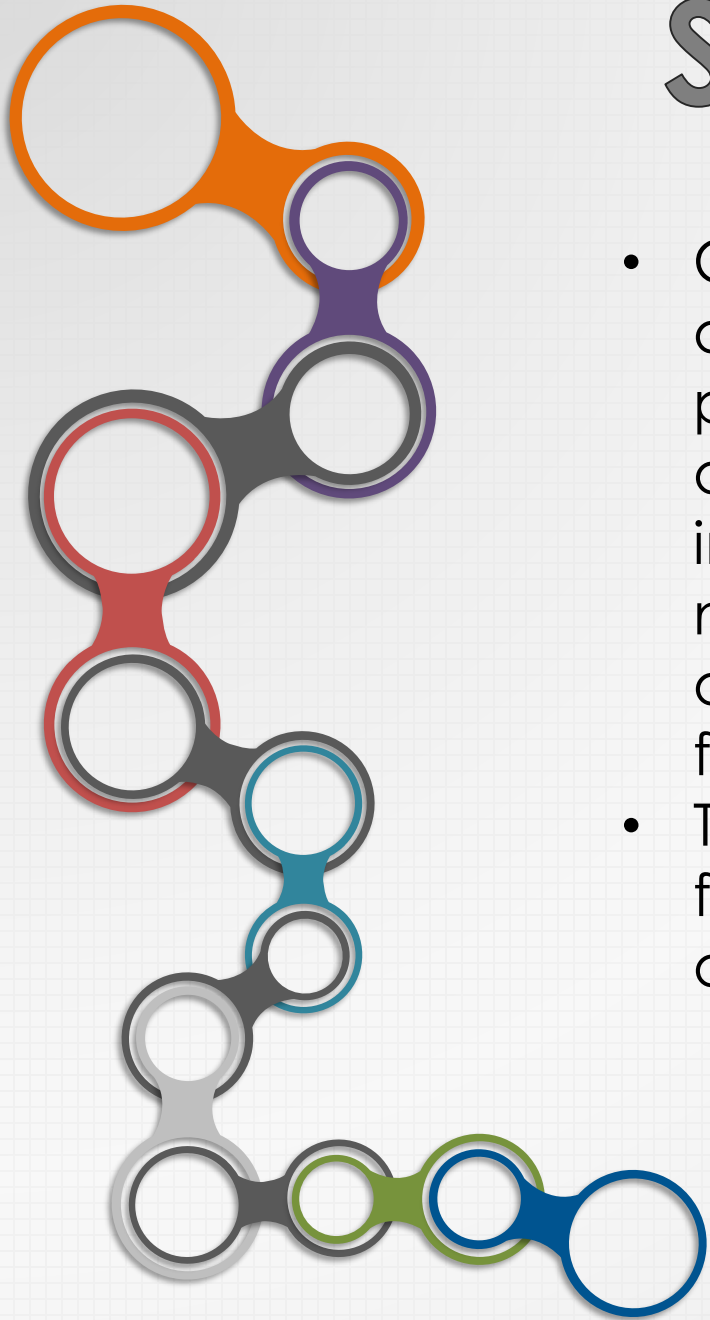
- Once general areas are agreed (in Summer 2 after all evaluations are taken account of), each CP is allocated to a lead member of the leadership team. They will be the accountable person for this area. There will be a team working in each CP
- Leads word their CP and these are then reviewed and discussed at SLT to 'fine tune' and simplify
- The final wording for all 7 CPs is collated on the familiar format
- This is then shared with governors in summer 2 along with a rationale for each
- In September the CPs will be displayed in every room in the school including classroom noticeboards. Staff are introduced to CPs during the September Inset days in a whole school meeting. This means that all staff know our priorities for the year and why these have been chosen

School Development Plan

- SLT Leads write a termly action plan for their CP. When completed these action plans form the Strategic Development Plan for the coming term and show how and why we aim to achieve progress towards our CPs, what success will look like and how we will evaluate
- The action plans are shared at SLT each term and with governors. This is a chance for the content to be shared and for them to be moderated, amended or added to
- Once finalised they are shared with every team including therapists, governors, class teams and non-teaching teams. Time is allocated in school for these to be discussed. We use the parent coffee mornings to share the content of CPs with parents
- At the end of the term the CP action plans are evaluated and progress is summarised for the leadership report to governors. These evaluations are used for reflection and realignment before the SDP is written for the following term.
- Leadership reports over the year show the cumulative actions and impact.
- The new iterative format for SDP was introduced in September 2021 and is now used more widely across the Trust



SDP in action



- CP leaders work with the people or teams identified in their action plan to lead development in their area. We involve aspiring leaders in this process and also have had non-teaching CP lead team. This often but not always involves focus groups or working parties.
- The SDP links directly to the areas for development highlighted in our SEF.

Securing Buy-in

Governor
Monitoring
Mornings

Projects

Research &
Innovation

Team
Development
Projects

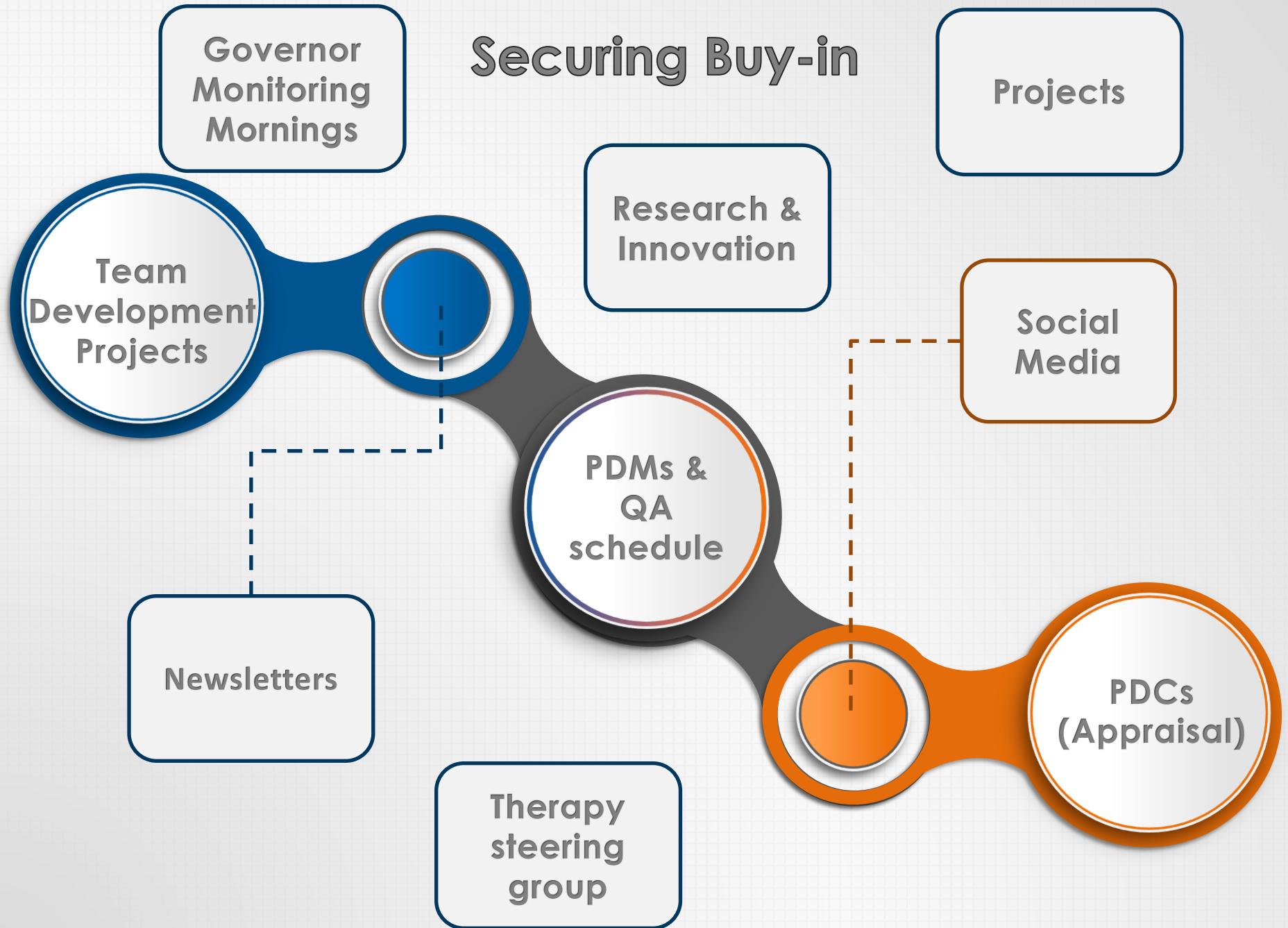
Social
Media

PDMs &
QA
schedule

Newsletters

Therapy
steering
group

PDCs
(Appraisal)

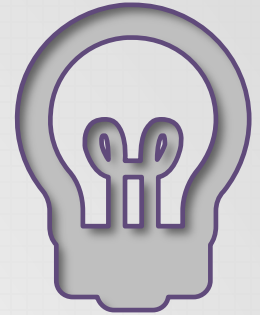


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In the summer term alongside the termly evaluations all teams complete an evaluation of Core Priorities, identifying areas of strength and further development. Governors are invited to complete a similar exercise in summer 1

As an 'even better if' action from Challenge Partners, we now use infographics for staff and governors to summarise the impact of each CP

...these evaluations are taken into account when deciding new CPs for the following year





Every Core Priority leaves a legacy. Some may be reshaped or extended to a further year, some may be part of a longer term ongoing theme or some may be replaced with a new focus.

‘Core Priorities’ is a cost-centre heading with an allocated annual budget which is used to support development in the agreed priority areas.