



SCHOOL DEVELOPMENT PLAN (SDP) PRIORITIES 2023 – 2024

The School Development Plan (SDP) has been written in response to the analysis of the schools Key Performance Indicators (KPI) and School Self Evaluation (SSE).

The SDP priorities are the key drivers behind the academy's performance management process, which is closely monitored, planned for through extensive CPD and tracked for impact and scrutinised by Governors every half term.

SCHOOL DEVELOPMENT PLAN PRIORITIES 2023-24

Priorities	Lead People	Timescale	Cost	Impact
<p>Quality of Education</p> <p>1) To further improve both the learning environment and the teaching and learning offer for the academy overall through investment in technology and classroom furniture</p>	SLT	<ul style="list-style-type: none"> Installation of new classroom furniture and technology completed Sept 2023 Appropriate training for staff re SIMS, new equipment and using IT in the contemporary classroom to be identified and operational by February 2024 	£45,000	<ul style="list-style-type: none"> Increased sense of cohesion and ownership for staff and students to be monitored via staff and student voice Up to date technology and practices within the classroom to engage students, enhance learning

				and improve student outcomes
2) To continue to review curriculum offer for KS3 and 4 and ensure that the offer is compliant with the NC where appropriate and 100% of students are entered for appropriate qualifications.	DH Teaching Staff	<ul style="list-style-type: none"> Curriculum Plan reviewed and on website alongside subject statement of intent by February 2024 New subjects embedded within curriculum offer and running from September 2023 Long and mid-term subject planning to be revised and reviewed by end of October half-term 2023 	Ex-HMI curriculum consultant £525 x 3 days	<ul style="list-style-type: none"> Students will have access to a broad and balanced curriculum that reflects the holistic nature of the Arbour Offer 100% of pupils will leave KS4 with a Maths and/or English qualification Staff subject expertise broadened through increased subject offer
3) To fully embed the use of Edukey Progression Maps to ensure that assessment and progression of 100% of students is accurately monitored and they are set smart and measurable targets	DH, MP	<ul style="list-style-type: none"> All student profiles complete with Boxhalls where appropriate February 2024 SEND information entered appropriately February 2024 and reviewed at regular intervals 	<i>Edukey subscription</i> £954 <i>renewal</i>	<ul style="list-style-type: none"> Robust monitoring of progress towards targets leads to 75% of pupils making expected or better progress Improved rigour in implementation of EHCP strategies

		<ul style="list-style-type: none"> Targets set as part of assessment programme Autumn HT3 – reviewed half termly 		leads to SEND needs being met with greater understanding
<p>Behaviour and Attitudes</p> <p>1) To further improve expected attendance statistics for every student who attends Arbour Academy by a minimum of 20% from their baseline at dual school</p>	SLT, KS, All staff	<ul style="list-style-type: none"> Baseline attendance recorded upon arrival at AA for new students – existing students to be set bespoke targets after initial review meeting September 2023 Attendance flowchart to be shared with all staff and regularly revisited Assertive mentoring programme to be introduced to ensure all staff involvement in raising attendance HT3 – reviewed half termly Parent programme developed and introduced to coach parents in supporting their child into school March 2024 	CPD on Assertive mentoring	<ul style="list-style-type: none"> Overall whole school improvement in rates of expected attendance will increase by 20% Individual attendance successes will be celebrated with whole academy
<p>2) To fully embed the new behaviour strategy and ensure consistency of approach by staff to manage undesirable behaviour. Students to be fully aware of the Rights Respecting Schools Pupil Charter and</p>	SLT SS, AS, KS	<ul style="list-style-type: none"> Behaviour strategy to be shared with students and parents in Parent Handbook September 2023 Behaviour Strategy revisited with staff Sept INSET RRS Silver Award to be achieved Easter 2024 	<i>Cost of staff SIMS training tbc.</i>	<ul style="list-style-type: none"> Increased whole staff responsibility in management of behaviour All behaviour incidents to be recorded on SIMS

understand how it is part of our expectations		<ul style="list-style-type: none"> New RRS Student Steering Group to be created Spring HT1 		
Personal Development 1) To continue to develop and relaunch the Arbour Academy reward system in line with Arbour's values	SLT AH, SB	<ul style="list-style-type: none"> Student survey to be conducted to ascertain student voice around rewards Sept 2023 Rewards system to be launched using SIMS to record points awarded – Spring HT1 Rewards system to be renewed each term to suit cohort - Spring HT1, Summer HT1 	Annual rewards budget £1,000	<ul style="list-style-type: none"> Incidents of positive behaviour will be recorded and used to inform rewards Values will be strongly embedded Rewards will act as an incentive for overall improvement of student attitudes and behaviour
2) To achieve UNICEF silver Rights Respecting Schools status	SLT SS, AS, KS	<ul style="list-style-type: none"> RRS Silver Award to be achieved Easter HT4 New RRS Student Steering Group to be created Spring HT1 	Renewal of RRS subscription £50	<ul style="list-style-type: none"> Student voice will demonstrate an increased sense of belonging, wellbeing and understanding of the rights of the child
3) To create a robust and detailed post 16 destinations tracking system	SLT, CC	<ul style="list-style-type: none"> Two-term Post 16 tracking system developed and kept up to date by Careers Lead October half term 2023 		<ul style="list-style-type: none"> Year 11 leavers' destinations are monitored to

		<ul style="list-style-type: none"> Parents/carers of post 16 students are contacted at least once termly Autumn Term 2023 and Spring Term 2024 		ensure their post 16 education, employment or training is sustained
Leadership and Management 1) To refresh and promote the 'Arbour Offer' within the local authority and within schools	SLT	<ul style="list-style-type: none"> Arbour Academy prospectus to be created and distributed to schools and LA – Spring HT4 Presentation delivered to school leaders detailing offer and referral processes Summer HT5 	Approx. £500 Printing Costs	<ul style="list-style-type: none"> Clarification of Arbour Academy offer within the LA Referrals to be more timely and appropriate Increase in student numbers in line with ESFA funding
2) Supporting Core Leads to develop effective self-evaluation through the use of iAbacus	SLT, LA, CP, CW	<ul style="list-style-type: none"> SLT to complete Arbour iAbacus by February 2024 Core subject evaluations to be completed by Easter HT4 	Time to complete	<ul style="list-style-type: none"> Improved strategic approach to department planning and progress. Development of core subject leads as middle leaders

Potential lines of enquiry:

Curriculum: provision of an appropriate, broad and balanced curriculum for students with emotion-based school avoidance and multiple ACEs

Attendance: high support and high challenge for parents combined with implementation of sufficiently robust policies and procedures to increase attendance

