



Ratton School Strategic Development Plan 2016-2021

Our vision

Developing caring, confident and creative students who achieve excellence.

Background: The Ratton School Strategic Development Plan is a five year plan, from September 2016 until July 2021, reflecting our virtues and a determination to be exceptional. It has been developed following discussions with our stakeholders including staff, students, parents and governors over a period of time. Our Strategic Development Plan sets out the future priorities for Ratton School and will be the benchmark for important decision making.

Our Virtues

- Compassion - Showing kindness and caring for other people and the environment.
- Respect - Acting with respect to others both in and out of school. Valuing diversity and avoiding discriminatory language.
- Creativity - Being curious about the world, solving problems and asking thoughtful questions.
- Teamwork - Achieving together by working as part of a team. Understanding that we all have to do our fair share and get along with different people.
- Effort - Putting effort into all aspects of school life. Demonstrating resilience when faced with a challenge.
- Responsibility - Taking responsibility by being in the right place, at the right time, doing the right thing.

Context of the plan:

We need to acknowledge and respond to the influence of:

Globalisation

Our world is experiencing the widening, deepening and speeding up of connections across national borders. We need to provide a world-class education to prepare our students for employment in an international labour market.

The changing world of work

Young people starting work now will work longer, change jobs more often and compete against a highly qualified international market. As well as the appropriate qualifications to successfully compete in an increasingly uncertain jobs market, young people need flexibility, creativity and transferable lifelong learning skills.

The development of technology

There is a real challenge for schools to respond to the rapid developments in IT. The rapidly growing need to ensure access for all to the breadth of technology requires investment in new systems and training.

Raising standards and developing staff

World-class education systems are characterised by continuous improvement. Parents/carers and other stakeholders are expecting and entitled to increased transparency and accountability. The standards used to judge schools are continually changing with an increasing focus on progress for all and closing achievement 'gaps'.

The curriculum and the future of learning

Schools have greater freedom to design a curriculum that meets their students' needs with more alternatives and greater flexibility. In order to be successful, independent and lifelong learners students need to be given the opportunity to earn greater autonomy in their learning.

In this rapidly changing world, we have identified 6 actions that will focus our drive on achieving our vision:

1. ***Be guided by our virtues to develop a school founded on an exceptional ethos;*** with the challenges of globalisation and our aspiration to grow great citizens, our shared ethos is fundamental. This is particularly important in times of rapid change.
2. ***To provide the highest quality teaching and learning for all;*** teaching and learning is the starting point for all schools and is the lever to ensure that all students will make excellent progress irrespective of their needs or starting point.
3. ***To create a curriculum that promotes achievement, engagement and independence;*** we are educating our students for a rapidly changing future and we need to be able to provide a 21st century curriculum with the knowledge, skills and understanding for the future.
4. ***Seek out inspirational partnerships between Ratton students, staff and the local, national and international communities;*** to maintain leading edge practice and innovation, we must work both formally and informally with a wide range of stakeholders. This will also involve maximising the opportunities of academy status.
5. ***Deliver outstanding business and leading edge IT and learning support to enable excellent progress for all;*** the school infrastructure must sustain the longer term strategic needs of the organisation and is an essential framework for supporting a first class learning experience for all.
6. ***Secure, through first class training and development, outstanding opportunities for students and staff;*** as an organisation dedicated to learning, it is our responsibility that we are providing training and development to secure high quality post 16 destinations for students. We must also develop the skills and the capacity of all staff.

VISION	DRIVING ACTIONS: over the next 5 years we will work hard to...		STRATEGIC OBJECTIVES			
Developing caring, confident and creative students who achieve excellence	→	1. Be guided by our virtues to develop a school founded on an exceptional ethos	→	YEAR 1 95% attendance Good wellbeing and personal development	YEAR 3 95.5% attendance Outstanding wellbeing and personal development	YEAR 5 96% attendance
	→	2. Provide the highest quality teaching and learning for all	→	YEAR 1 95% of teaching very effective (good +)	YEAR 3 97% of teaching very effective	YEAR 5 100% of teaching very effective
	→	3. Create a curriculum that promotes achievement, engagement and independence	→	YEAR 1 80% of subjects meeting student achievement targets	YEAR 3 90% of subjects meeting student achievement goals targets	YEAR 5 100% of subjects meeting student achievement targets
	→	4. Seek out inspirational partnerships between Ratton students, staff and the local, national and international communities	→	YEAR 1 Leadership judged as at least 'good'	YEAR 3 YEAR 5 Leadership judged as 'outstanding'	
	→	5. Deliver outstanding business, IT and learning support to enable excellent progress for all	→	YEAR 1 80% of formal achievement targets met	YEAR 3 90% of formal achievement targets met	YEAR 5 100% of formal achievement targets met
	→	6. Secure, through first class training and development, outstanding opportunities for students and staff	→	YEAR 1 YEAR 3 YEAR 5 All students in high quality education and training post-16		