

Hinchingbrooke School

Inspiring excellence Fulfilling potential

Developing our Learning Community

Strategic Development Plan

2016—2019



HINCHINGBROOKE STRATEGIC DEVELOPMENT PLAN 2016 – 2019

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INTRODUCTION

The school's previous strategic development plan for 2013 – 2016 ('Building a desirable future') was compiled by Governors and members of SLT following a conference in September 2013. This plan took the previous one as a starting point and was compiled following a second such conference held in June 2016.

It sets the context for our growth and improvement based on the school's own self-evaluation. Each year the annual plan for the whole school has regard to this strategic plan and, together with other emerging agendas, it details those priorities to be under the spotlight for that particular year.

BACKGROUND

In recent years, under new leadership since September 2012, the school has moved from an Ofsted judgement of 'requires improvement' in February 2014 to a judgement of 'good' in May 2016. The purpose of the conference was to discuss how best to build on this platform over the next few years within the context of the current educational landscape where the prevailing opinion is for schools no longer to be 'stand-alone' academies and the preferred model for working is in partnership through 'multi-academy trusts' or similar. We wish to be outward looking and an active participant in system-wide leadership.

The mission statement and strategic intents formulated in 2013 were readopted with very little change. It was recognised that there is an overarching desire to increase consistency, whilst moving towards a more 'empowered' and creative model of leadership, rather than a 'top-down' highly controlled model, and that there is a tension between the two.

The detail of this strategic plan aims to set the overall direction for the school. SLT will use the plan when reviewing and collating the annual school development plan and other planning documents. The governors Strategy committee will oversee progress through the plan and it may be subject to addition and amendment as the years unfold.

Andrew Goulding
Principal

June 2016

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OUR VALUES

Hinchingbrooke exists to provide premium brand education to the local community. The Governors and staff believe that Hinchingbrooke should be a listening community and foster an appreciation of each other through openness and honesty. We are a mutually supportive organisation which values freedom of expression, tolerance and an appreciation of diversity. We are ambitious for ourselves and others and we support our mission and core purpose through professionalism, partnership working and appropriate accountabilities, so that the whole community can have confidence in the school as a provider of premium brand education.

OUR MISSION

Because we are ambitious for ourselves and others, our mission is *to inspire excellence and fulfil potential*.

We will value and nurture all students as uniquely talented individuals, helping them to find fulfilment through their learning by developing their intellectual, creative, physical and emotional capabilities.

We will support our students to become responsible global citizens, so that they may take their place in society with confidence.

We aim for anyone associated with Hinchingbrooke, student or adult, to leave the richer for their experience and always to feel a part of the Hinchingbrooke learning community.

OUR CORE PURPOSE

Our core purpose is to provide effective and sustainable education so that we can nurture all of our students according to our mission and maximise their academic outcomes, their personal development and their capacity to be independent, autonomous and life-long learners.

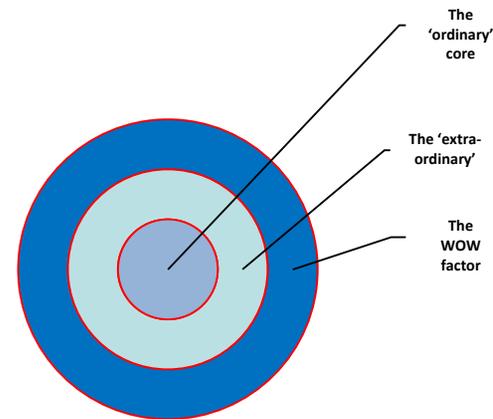
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We are committed to

- Valuing our heritage whilst remaining forward-looking
- Being at the forefront of educational change
- Making the best use of technology to support learning
- Providing an all-round education of the whole child
- Building our reputation as a centre of excellence

We seek to maintain a consistent core business of good or better education, whilst taking opportunities to do the 'extra-ordinary', become outstanding, and occasionally providing a 'Wow' factor.



STRATEGIC INTENTS:

The school's strategic intents are:

- SI 1. To embed the school's values in the culture of the whole school community.
- SI 2. To enable our students to be self-motivated, independent, life-long learners through the acquisition of key skills and attributes.
- SI 3. To be outward looking and forward thinking in the development of mutually supportive partnerships that will support the development of a vibrant learning community.
- SI 4. To ensure that consistently high quality teaching and learning is at the heart of all that we do.
- SI 5. To invest in the development and well-being of staff.
- SI 6. To provide sustainable resources to deliver our vision.

In order to fulfil these intents, the strategic plan details a number of objectives together with outcomes and implementation strategies. The plan is formulated in five different sections and each section will contribute to a number of different strategic intents.

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The sections are:

1. STAFF: Reflective practitioners, passion and mastery in support of SI 5.
2. LEARNING: Performance, pedagogy and the curriculum in support of SI 2 and SI 4.
3. ETHOS & CULTURE: Values in support of SI 1.
4. COMMUNITY: Partnerships, communities and collaboration in support of SI 3.
5. RESOURCES: Assets and succession planning in support of SI 6.



- LEARNING**
Independent
Resilient
Life-long
- STAFF**
Reflective
Passionate
Mastery
- CULTURE**
Supportive
Tolerant
Respectful
- COMMUNITY**
Parent partnerships
Educational partnerships
Business partnerships
- RESOURCES**
Fit for purpose
Effective
Sustainable

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STAFF

The strategy for staffing is:

to continue to recruit high calibre staff and invest in staff training and development in order to create reflective practitioners, with passion and a high level of mastery in their areas of expertise.

LEARNING

The strategy for learning is:

to continue to develop the quality of teaching and learning and the capacity for outstanding teaching.

ETHOS & CULTURE

The strategy for our ethos and culture is:

to challenge and change if our values are not being upheld or exemplified in current practice.

COMMUNITY

The strategy for our community is:

to continue to be outward looking and intelligently evaluate the opportunities.

RESOURCES

The strategy for resources is:

to seek to maximise the resources available, to deploy resources in the most effective and efficient ways and to have succession plans in place that ensure sustainability.

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The detailed objectives each year which appear in the school development plan, over time, will contribute towards the following 12 strategic objectives:

STAFF

- S1. Develop a culture of, and strategy for, staff well-being, which seeks to mitigate workload and stress.
- S2. Build openness and trust amongst staff through development, recognition, and the promotion of a ‘feel-good factor’ about working at Hinchingsbrooke.
- S3. Provide opportunities for growing our own staff.

LEARNING

- L1. Promote greater reflection and a thirst for mutual self-improvement in teachers.
- L2. Promote greater independence and resilience in learners to secure better outcomes and a desire for life-long learning.
- L3. Improve consistency in the application of policies and processes.

ETHOS & CULTURE

- E1. Engage all members of the community in the promotion of and the upholding of our values.
- E2. Develop an open culture in which, and mechanisms through which, members of the community can challenge and be challenged, if expectations are not being met.

COMMUNITY

- C1. Improve parental and community engagement (‘Parents as partners’ rather than consumers).
- C2. Develop partnership working to add capacity (Teaching School / MAT or similar/ PTI / PiXL / other).

RESOURCES

- R1. Seek to improve our decision making around the discretionary parts of the budget.
- R2. Seek to remove any barriers to continuing improvement – especially unreliable technology.