



Development Plan 2016-18

Comprehensive Excellence

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1. Leadership & Management

Success Criteria

- Progress 8 2016 = 0.4 2017 = 0.4 2018 = 0.4
- ALPs 2016 = 3 (top 25%) 2017 = 3 2018 = 3
- Disadvantaged working at national other level in 2016, 2017 and 2018
- Satisfactory school finances in 2016, 2017, 2018
- Coping with 190 in Y7 in 2016 and 2017 (Y7 and Y8)
- Recruiting 190 into Y7 and 125 into Y12 in 2016 and 162 and 125 in 2017

Activity	Action	Date	Lead Person	Monitoring
1 Continued focus on developing teaching, learning and assessment.	<ul style="list-style-type: none"> • Regular learning walks and lesson observations (working together to improve standards – developmental not judgemental). • Particular focus on presentation, feedback and questioning. 	2016-18	FAR WAL FLE BEA HoDs	LGB
2 Maintain/improve staff morale	<ul style="list-style-type: none"> • Praise given wherever appropriate • Staff wellbeing and workload group established • Staff wellbeing and policy agreed 	2016-18	FAR	LGB
3 Key decisions made about A Levels	<ul style="list-style-type: none"> • AS and A Levels? • 3 or 4 A Levels (Y12)? • Time allocation for A Levels? 	Autumn 2016	BEA	LGB
4 Disadvantaged to progress/achieve at level of 'others'	<ul style="list-style-type: none"> • See disadvantaged action plans 	2016-18	GIB all	LGB
5 Finances soundly organised	<ul style="list-style-type: none"> • Costs controlled • Recruitment maximised (7 & 12) • Additional income generated 	2016-18	FAR GVE COL	LGB
6 Site developed appropriately to maximise opportunities for pupils and students	<ul style="list-style-type: none"> • New MFL block • New classroom to replace offices • Bid for DfE for capital grant • Successfully introduce new MIS 	2016-17	COL	LGB

2. Teaching, Learning and Assessment

Success criteria

- New assessment structure in place and used effectively 2016-2018. (lesson observations)
- Teachers ready to teach new examination courses and become familiar with new national assessment framework 2015-2017
- Improved teaching and learning with better questioning and feedback 2016-2018 (lesson observations)

Activity	Action	Date	Lead Person	Monitoring
1 Regular INSET on developing the skills of teaching:	<ul style="list-style-type: none"> • Questioning to promote thought • Effective but realistic marking • Giving feedback on how to improve work • All staff to observe at least two lessons 	2016-18	FLE FAR	LGB
2 New assessment system for KS3 successfully introduced	<ul style="list-style-type: none"> • Departments to work on assessment • Reports amended and parents informed/consulted • New system reviewed July 2017 	2016-18	WAL GIB	LGB
3 New A Levels and GCSE specifications successfully introduced	<ul style="list-style-type: none"> • Departments to work on • Appropriate professional development 	2016-19	FAR BEA WAL	LGB
4 Further develop the notion of a 'growth mind set' in all pupils	<ul style="list-style-type: none"> • Staff training • School and departmental review of setting • Focus on middle, lower ability groups 	2016-17	FAR FLE	LGB
5 Continued focus on 7+ A*/A pupils to ensure most able fulfil their potential	<ul style="list-style-type: none"> • Focus in lesson observations • All pupils with average of 5 or 5 + at KS2 to be interviewed by TEI and performance tracked • Focus on pupil premium pupils • Super 8 club (En) • Further Maths L2 qualification (Ma) 	2016-17	WAL TEI	LGB

3. Personal development, Behaviour, Welfare

Success criteria

- Outstanding behaviour maintained
- Low rate of bullying maintained
- Low exclusion rate maintained (fixed term exclusions below 0.8%, of all pupils [ENG = 1.51%] in 2016, 2017, 2018)
- Above average progression post 16 and post 18 into suitable pathways and above average proportion winning apprenticeships
- Increased participation in extra-curricular activities and voluntary work
- Attendance figure above national average (95% in 2017, 2018)

Activity	Action	Date	Lead Person	Monitoring
1 Improve attendance of <ul style="list-style-type: none"> ▪ All pupils ▪ Disadvantaged pupils ▪ Persistent absentees 	<ul style="list-style-type: none"> • Continued work of attendance team 	2016-18	GIB	LGB
2 Maintain and develop school culture	<ul style="list-style-type: none"> • Staff lead by example • Staff have high expectations • Staff value every pupil • Anti-bullying strategies further developed by reinvigorating peer mentoring programme 	2016-18	FAR GIB all SLT	LGB
3 Modify the behaviour of pupils short term excluded more than once	<ul style="list-style-type: none"> • One to one support/mentoring/guidance provided • Full parental involvement 	2016-18	GIB	LGB
4 Continue to develop pupil comprehension of e-safety	<ul style="list-style-type: none"> • More impact days • More assemblies • Taught through ICT 	2016-18	VIL	LGB
5 Continue to ensure careers education provides objective and realistic guidance and advice	<ul style="list-style-type: none"> • Career officer to gain level 6 Diploma in career guidance and development • Apprenticeships opportunities fully promoted as post 16 and post 18 pathway • Rebrand impact days as careers impact days 	2016-18	GIB OSB	LGB

6	Continue to develop staff safeguarding expertise particularly regarding Prevent agenda	<ul style="list-style-type: none"> • New SENCO fully trained • Prevent agenda revisited by all staff (INSET) • Continued emphasis on safeguarding 	2016-18	BAR FLE	LGB
7	To help improve the mental health of our pupils and students	<ul style="list-style-type: none"> • Training for all staff (and regular reminders) • SLT to lead in promoting positive, cheerful, warm, supportive environment for staff and pupils • External training for appropriate staff 	2016-18	FAR GIB BEA	P&C Governors