

**SCHOOL DEVELOPMENT PLAN**

2016-17

2017-18

**School Vision and Mission Statement**

To be the international Centre of Excellence in Autism education, research and professional development

**School Aims**

* To provide outstanding education to the students
* To work in united partnership with the families
* To recruit, develop and retain the best professionals
* To lead innovation and positive change in the field of Autism

**School Motto**

Abbot’s Lea is the best specialist school in the world!

**Our Code of Conduct**

* Be here. Every day…
* Work hard and be nice
* Never give upon yourself or others
* Stay positive and be happy!

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| **EFFECTIVENESS OF LEADERSHIP AND MANAGEMENT** |
| To be the international Centre of Excellence in Autism education, research and professional development, we will increase the leadership and management capability at all levels of the organisation  |
| **REF** | **OUR STRATEGIC COMMITMENT** |
| **LM1** | Through their links and associations with the industry, the Governors will help ALS establish closer working relationships with the local businesses (to benefit students and businesses alike) |
| **LM2** | The Headteacher will set an inspiring vision for the school and develop a culture of distributed leadership |
| **LM3** | SLT, together with their teams, will define what being “the best specialist school in the world” is and what it means for students, families, staff and the wider community |
| **LM4** | ELT will lead the delivery and quality assurance of the “best specialist school” agenda at the local departmental level |
| **LM5** | Teachers will drive innovation in the delivery of aspirational curriculum for the students  |
| **LM6** | Through their role modelling, the support staff will inspire the students to be the best that they can be in all aspects of their learning and social development |

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| **OUR STUDENTS** |
| To provide outstanding education to the students |
| **REF** | **OUR STRATEGIC COMMITMENT** |
| **S1** | We will all champion the safeguarding of our students as our number one priority |
| **S2** | We will all strengthen our expertise in supporting our students’ wellbeing and mental health |
| **S3** | We will all support our students’ attendance at school to help them maximise their progress |
| **S4** | We will collectively review our curriculum offer for all students to make learning across the school irresistible |
| **S5** | We will introduce more active and outdoor learning for all students |
| **S6** | We will enhance life skills’ development for all of our students and, for those most senior, develop bespoke and personalised training opportunities for independent adult life, including employment |

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| **OUR FAMILIES** |
| To work in united partnership with the families |
| **REF** | **OUR STRATEGIC COMMITMENT** |
| **F1** | We will ensure we all know our students’ individual family stories to support them on their learning journey |
| **F2** | We will proactively seek family involvement in their child’s education |
| **F3** | We will share with the families our school’s strengths and its areas for development  |
| **F4** | We will proactively support families and offer advice, guidance and formal training as needed |
| **F5** | We will respect families’ praise and their concerns, responding to any potential complaints swiftly  |
| **F6** | We will welcome families into the school more to work with us on jointly making Abbot’s Lea the best specialist school in the world! |
| **OUR TEAM** |
| To recruit, develop and retain the best professionals |
| **REF** | **OUR STRATEGIC COMMITMENT** |
| **T1** | We will review current organisational structure and plan ahead wisely and responsibly |
| **T2** | We will develop a clear HR Strategy for the future  |
| **T3** | We will recruit the best professionals in the field – no matter what the job role! |
| **T4** | We will develop a comprehensive continuous professional talent development programme |
| **T5** | We will develop a system of employee rewards and benefits |
| **T6** | We will develop a robust system of conduct and performance management  |

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| **OUR AUTISM RESEARCH AND DEVELOPMENT** |
| To lead innovation and positive change in the field of Autism |
| **REF** | **OUR STRATEGIC COMMITMENT** |
| **A1** | We will lead Autism innovation from within the school’s classrooms! |
| **A2** | We will audit current expertise within our team and identify key positive change agents  |
| **A3** | We will develop links with local, regional, national and international Autism organisations to learn with and from the best |
| **A4** | We will share our own and collective successes to inspire others |
| **A5** | We will review the value and effectiveness of our Outreach and re-launch it to meet local demand |
| **A6** | We will introduce new ways of Autism friendly teaching, learning and working practices to empower our students to lead happy and fulfilling adult lives.  |

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| **OUR RESOURCES** |
| **REF** | **OUR STRATEGIC COMMITMENT** |
| **R1** | We will review our funding, maximise our income and gain full control of our spending |
| **R2** | We will increase our site capacity to accommodate future growth and diversification of our provision |
| **R3** | We will invest into our ICT infrastructure and working practices to make learning and working here a joy! |
| **R4** | We will develop lettings potential to maximise income and increase public participation in ALS’s operation |
| **R5**  | We will enhance our vehicle fleet |
| **R6** | We will develop a clear ALS brand and a range of platforms for widespread sharing our excellent practice |

***This School Development Plan was approved by the Governing Body on 10 November 2016***