

Woodridge

Primary School



Vision 2022





WHAT IS WOODRIDGE VISION 2022?

In the autumn of 2017, Woodridge celebrated fifty years. It was a chance to look back at the many successes of the School. It also gave us the opportunity to look ahead. The Governors and Senior Staff have worked together to develop Woodridge Vision 2022 – our strategic plan for the next 5 years. We are committed to making the vision a reality and bringing real change to the lives of our children. We are happy, creative and aim high!

To realise our vision, we will focus on continuing to develop quality leadership that builds a culture of success and achievement and creates wider opportunities for all children. We know

that achieving our vision will not be easy and we cannot do it alone. We need to look wider and work in partnership with other schools, parents and the community.

There is plenty of work to do and we are tackling our challenges head on. We are improving our lesson planning, managing reduced school funding and providing more targeted support to key pupil groups. Join us on this journey and help us achieve our vision. Together we can build on the legacy of the last fifty years and continue to be proud to say our children went to Woodridge.

HOW WILL WE USE THIS DOCUMENT?

Our vision consists of four main objectives.

For each objective we have identified where we are now and where we want to be by 2022. We will use the Key Performance Indicators (KPIs) for each objective to monitor our termly and annual progress towards achieving our vision.

For each objective the Senior Leadership Team (SLT) and staff will identify strategic actions and plans for each school year, taking into account progress and issues

from the previous year and any new requirements or priorities that arise. This document will be revised annually to reflect this and more detailed actions plans will guide those responsible for each area.

We will also monitor closely and mitigate any risks and issues that impact on four essential building blocks that underpin our vision: finance, premises, recruitment & retention, and technology & resources.

OUR PURPOSE:

Woodridge Primary School aims to develop happy, well-rounded, emotionally intelligent children with a thirst for learning, resilience for life and who are fully prepared for the next phase in their education.

OUR STRATEGIC OBJECTIVES:

1. To improve outcomes for all children through quality teaching and learning, .
2. To extend the Woodridge offer to create wider opportunities for all children to develop their skills and talents.
3. To develop sustainable, high quality and accountable leadership at all levels throughout the school.
4. To work in partnership with other schools, parents and the wider school community to enrich our school.

WHY HAVE WE CHOSEN THESE OBJECTIVES?

A strong focus on the quality of teaching and learning is key to realising our expectations of quality outcomes for all children.

Quality teaching is informed by an awareness of individual children, their needs and rates of progress.

Quality teaching is grounded in evidence of successful pedagogy.

Our school curriculum is broad, balanced, relevant, creative and stimulating.

OUR VALUES:

At Woodridge we are guided by our core values of responsibility, respect, honesty and kindness.

The Woodridge values promote effective learning and the continuous improvement of personal, social, moral and economic well-being throughout our school community.



We depend on distributed leadership to meet the challenges of a one-form entry school.

Our commitment to reflective practice, identifying and nurturing talent and the development of all staff is the key to successful recruitment and retention.

We recognise the importance of working in partnership within and beyond our school, given its size and resources.

We will ensure our school community and stakeholders actively contribute to the school's success.

Partnership and collaboration with other schools and communities celebrates the school's strengths and strengthens areas requiring improvement.

STRATEGIC OBJECTIVE 1:

To improve outcomes for all children through quality teaching and learning.

EXPLANATION:

A strong focus on the quality of teaching and learning is key to realising our expectations of quality outcomes for all children

Quality teaching is informed by an awareness of individual children, their needs and rates of progress.

Quality teaching is grounded in evidence of successful pedagogy.

KPIs

1. Externally validated termly judgments about quality first teaching in all classrooms are at least good, improving year on year.
2. The identification of individuals, groups and/or cohorts of children at risk of not making good progress results in actions that successfully address this.
3. Systems ensure that assessments are accurate and robust across all year groups.
4. Attainment and progress each year is above national and similar school results for all subjects.



Where we are in 2017/18

Teaching and Learning

- Most teaching is good or better
- Attainment and progress above national average in most subjects
- Progress in lessons is inconsistent
- Lesson plans not always effective
- Most children make good progress
- Teacher/TA liaison not always effective
- Interventions underway
- Resources support learning

Assessment

- Assessment judgements are inconsistent

Where we want to be in 2022

Teaching and Learning

- All teaching is good or better
- Attainment and progress above national across all subjects
- WPS is a centre of excellence for Teaching & Learning
- Progress in lessons is good or better including SEND & Pupil Premium
- School environment engages and supports learning and reflects vision
- Interventions accelerating progress
- Teacher/TA liaison highly effective in improving pupil outcomes
- Resources enhancing learning

Assessment

- Assessments consistently accurate
- Consistently effective marking and feedback

STRATEGIC OBJECTIVE 2:

To extend the Woodridge offer to create wider opportunities for all children to develop their skills and talents.

EXPLANATION:

Our school curriculum is broad, balanced, relevant, creative and stimulating.

It meets and goes beyond the statutory requirements of the national curriculum, building on children’s own interests.

It is values based, providing enriching and stimulating experiences for all children.

KPIs

1. Regular monitoring and review confirms coverage of national curriculum and other statutory requirements.
2. Diverse opportunities are accessed and appreciated by all children as confirmed by annual surveys and other evidence.
3. The quality of the wider school curriculum is confirmed by accreditation, inspection and self-review.



Where we are in 2017/18

- Teaching and Learning
- Two-year curriculum maps cover national curriculum and other statutory requirements
 - Provision for Music and PE led by specialist teachers
 - Accredited as a Healthy School, International School, Committed to ICT
 - Values Based Education (VBE) ethos in place
 - Wider Woodridge in place
 - Children are engaged and enjoy their learning

Where we want to be in 2022

- School curriculum covers all statutory requirements and much more
- Quality of the curriculum recognised through further accreditation and maintenance of specialist teachers
- Values Based Education central to WPS ethos and accredited
- Wider Woodridge supports the development of happy, well-rounded, emotionally intelligent children
- Children are well prepared, independent and ‘secondary ready’
- Children have a thirst for learning and love coming to school

STRATEGIC OBJECTIVE 3:

To develop sustainable, high quality and accountable leadership at all levels throughout the school.

EXPLANATION:

We have an opportunity to develop a strong leadership team and staffing structure that supports and develops the potential of all staff and children.

We depend on distributed leadership to meet the challenges of a one-form entry school.

Our commitment to reflective practice, identifying and nurturing talent and the development of all staff is the key to successful recruitment and retention.

KPIs

1. Appraisal is effective for all staff as demonstrated by the relevance and achievement of targets, access to professional development and support, impact on practice and survey feedback.
2. Governance is effective, providing challenge and support that impacts on school improvement and the performance of the governing body.
3. Children are provided with diverse opportunities to develop and demonstrate their leadership skills, including through roles in the classroom and beyond and the School Council.



Where we are in 2017/18

- New leadership team in place
- Appraisal Process in place for teachers and support staff
- CPD in place but not strategic
- School Council has limited impact
- School finances under strain and uncertain

Where we want to be in 2022

- Strong and stable Leadership Team driving continuous school improvement
- Appraisal process highly effective for school improvement
- CPD is strategic and effective and impacting on positive outcomes
- School Council regularly invited to leadership meetings
- Pupil Voice has impact on improvement
- School still financially stable and generating extra income

STRATEGIC OBJECTIVE 4:

To work in partnership with other schools, parents and the wider school community to enrich our school.

EXPLANATION:

We recognise the importance of working in partnership within and beyond our school, given its size and resources.

We will ensure our school community and stakeholders actively contribute to the school’s success.

Partnership and collaboration with other schools and communities celebrates the school’s strengths and strengthens areas requiring improvement.

KPIs

The impact of partnership activities with other schools, agencies and the wider community on school improvement priorities can be demonstrated.



Where we are in 2017/18

- Mag 7 Partnership in place
- No link to a secondary school
- No international link
- No link to local business
- WSA strongly involved
- No Alumni network
- Parent engagement is good
- Parents vary in their response to communication from school
- Parents have mixed views about homework

Where we want to be in 2022

- Mag 7 Partnership developing Leadership in and out of school
- Mag 7 Partnership adding value and challenge to WPS which is reciprocated
- Link with secondary school and adding value which is reciprocated
- WSA continues to actively support school
- Alumni contribute to the broader Wider Woodridge activities
- Parents and local community fully engaged
- Parents fully informed and engaged with school communication
- Parents feel engaged and happy with homework policy

THE BUILDING BLOCKS THAT UNDERPIN THE SUCCESS OF OUR VISION

We have also identified four key areas that are essential to the success of our vision. These are key in the context of reduced revenue due to changes to the school funding formula coinciding with the loss of our ‘bulge’ class and other issues that are challenging schools nationally.

The Governing Body will regularly review and manage risks and issues in these areas to identify solutions in order to minimise any impact on our vision for the school.



FINANCE

Now:

- Reduced revenue due to changes to the funding formula.
- Increased costs due to loss of the ‘bulge’ class.
- Exploration of ways to reduce costs and identify new sources of income.
- The priority is to set a budget for 2017/2018 that ensures a stable situation in future years.

By 2022:

- Improvements to the school have benefited from efficiencies, more effective use of the staffing budget and increased income due to the identification of new sources.
- Able to set a balanced budget with a healthy contingency of at least 5% that is sufficient to address improvement priorities.

RECRUITMENT & RETENTION

Now:

- Over-reliance on agency staff as the recruitment and appointment of suitable staff has become a national, as well as local, issue.
- Changes to the staffing structure are in process and will eventually impact on opportunities for career development and the retention of staff.

By 2022:

- Staff turnover is a measure of the school’s success in supporting career development and ensuring the school remains an attractive place to work.
- Recruitment methods ensure all vacancies are filled from a field of high quality applicants.
- The school has a regularly reviewed staffing structure that is “fit to purpose” for achieving our vision and maintaining high standards.

PREMISES

Now:

- Benefits of extensive grounds are not fully exploited.
- Health & Safety and safeguarding issues are identified and addressed.
- Letting of the premises to raise additional income has been developed.
- There are rooms and spaces in the school that provide opportunities to achieve our vision, including a classroom “freed up” by the loss of the ‘bulge’ class.

By 2022:

- The full potential of the grounds and available indoor space has been realised and any future changes have been anticipated.
- Health & Safety and safeguarding issues have been minimized through continued good management, allowing greater focus on identifying further improvements.

TECHNOLOGY & RESOURCES

Now:

- The school is well resourced. IT infrastructure has benefited from parental support and fundraising and compared favourably with many similar size schools.
- We are aware of future priorities for updating IT resources, current cost of these services and resources for the curriculum in general.

Financial constraints mean there will be important decisions to be made to maintain current provision, including the identification of alternative approaches.

By 2022:

- The curriculum is well resourced in a sustainable way.
- Technology for the curriculum and the administration of the school has been updated, is fit for purpose and future proofed as far as possible.



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