



Spinfield School



Governing Board Strategic Plan 2022 to 2026

Learning, developing and growing together

School Vision

Our aim is to nurture the joy of learning to help children succeed not just in education but in life. We nurture and develop the whole child by being part of a community that works on academic, social and emotional development. We have fun while learning because that enhances learning.

Our Mission

We strive to deliver an enriching educational environment that focuses not only on the core curriculum subjects but also encompasses the following in our curriculum:

- Encouraging responsibility
- Fostering and understanding of culture and diversity
- Tolerance and understanding of others
- The environment and ecology
- Personal health and well-being

We have three school rules – **Be ready, Be respectful, Be safe**

Through these we encourage the following values – **Collaboration, Resilience, Creativity, Respect, and Curiosity**

Governing Board Strategic Objectives

Policies, Procedures and Systems

We ensure the school's performance is underpinned by high quality policies, procedures and systems which deliver a secure and stable educational environment that fosters continuous improvement.

To do this we will ensure:

- A culture built on a foundation of Safeguarding and Health and Safety is developed and upheld to create a safe, positive, caring and respectful environment.
- Organisational design is optimised, tested through benchmarking and head teacher liaison and delivered within budget with clear identification of any resource constraints. This will include reviewing potential future structures of the school.

- Policies are up to date, relevant, reviewed and ratified by the Governing Board in a timely manner, and implemented and applied effectively by the Senior Leadership Team (SLT).
- Strong financial management is in place to achieve best value for the school.
- A rolling, three-year ICT plan is developed with our strategic partner, ensuring Spinfield is a leading user of educational technology.
- Sustainable school estate and Net Zero Sustainment Plans are developed and implemented.
- A sustainable and impactful marketing plan for the school is in place to generate a positive public perception and maximise pupil numbers.
- We work proactively with a Parents Association to encourage, support and promote their fundraising activities and are able to collaborate on investment decisions that support the school needs and are valued by the school community.
- The governing board structure is optimised for skills, experience and capability.

Quality of Education

We ensure our curriculum delivers high quality learning experiences, responsive to all children, regardless of their individual needs.

To do this we will ensure:

- The school retains the flexibility to develop the curriculum, including seeking new opportunities where possible, whilst ensuring that any new initiatives are “right” for the school and adapted as necessary.
- Curriculum coordinators are well equipped to lead their subject. To deliver this, we will ensure they are able to engage in Continuous Professional Development (CPD), have time to explore and understand how their subject is delivered in school through an active curriculum improvement plan and are equipped to give feedback to colleagues to support them in their teaching.
- All assessment data are carefully analysed to identify whole school, class, and individual needs, driving continuous improvement to deliver the full potential of each child.
- Governors complete all curriculum and class visits in a structured manner, providing insight to and oversight of the school’s performance, and to motivate and encourage the staff.
- The Governor Board has input to, reviews, endorses and steers the annual School Development Plan

Behaviour and Attitudes

We ensure a whole school approach is taken to maintain the high standards of behaviour that reflect the values of our school community, and that a positive culture is in place to promote excellent behaviour, ensuring that all children are able to learn in a safe, calm, respectful and supportive environment.

To do this we will ensure:

- Our behaviour policy clearly defines the positive behaviours expected in school, in addition to a list of prohibited behaviours.
- Positive reinforcement and rewards are provided to pupils to meet the expected standard school behaviour.
- Governors support the maintenance and development of a positive school culture which promotes the three school rules of **be ready, be respectful and be safe**.
- Each governor completes The Key Behaviour Audit once per year, the results of which will be analysed, and actions robustly implemented.

Personal Development

We ensure Continuous Professional Development (CPD) is leveraged to support the school in achieving its development aims in each given year and support the professional development of all staff. It is the aim of the school to offer all staff the opportunity to undertake CPD relevant to the School Development Plan and their own personal professional development plan as identified primarily in their Performance Management Review.

To do this we will ensure:

- All staff receive an annual performance review and are offered professional development opportunities.
- A Governors' skills audit is completed every two years.
- Governors will complete training identified to meet both whole board and personal training needs.
- Executive Coaching is sought for both the Governing Board and SLT.

Leadership & Management

We will ensure Spinfield leadership inspires, guides, and nurtures the talents and energies of the staff, pupils and parents to deliver our vision and values.

To do this we will ensure:

- Our school leaders lead by example.
- Teachers and staff are actively supported to continually learn and develop to fulfil their aspirations and ambitions.
- Through passionate leadership that there is absolute focus on delivering our vision and aims but that we are also prepared to experiment and take calculated risks when appropriate.
- Leadership and learning are indispensable to each other – the SLT will continually embrace new learning.
- We recruit, develop, and retain the highest quality staff.
- Educational data are analysed in detail and utilised to drive continuous improvement throughout the school.
- School funds aimed at impact on learning are optimised for maximum benefit.
- Pupil premium funding is optimised to achieve the broadest benefit where possible, while retaining focus on improving outcomes for disadvantaged children.

- Trust and a sense of transparency and shared purpose is developed and nurtured with staff, pupils and the school community.