

# The Eastern High Road Map

			Sustainable Approaches to Learning			Sustainable Relationships and Partnerships			Sustainable Mind, Body & Soul			Sustainable resources and Environment					
2018	Flourishing		T&L Practice & Pedagogy	Student/Staff Development	Curriculum & Attainment	Pupil - pupil	Pupil - teacher	External partnerships	Pupil & Staff Wellbeing,	Leadership & Aspirations	Systems	Finance/ Facilities	HR				
			Meeting the needs of 21 <sup>st</sup> century learners	A centre of excellence for staff training	Achieving or exceeding expectations	Blue Zone' day?		Global links to other schools	As numbers rise aim for £500 per member of staff per yr for CPD	Rights Respecting Schools status awarded	All systems and protocols in place and being used effectively (induction processes in place to assist with this)	Budget control	Clear documentation, policies, protocols, guidance in place - aspiration towards a 'Centre of Excellence' - all staff sign up				
2017 - 18	Summer 2 <sup>nd</sup> Half	Growth	Through PBL introducing the concept of Seminars, Focus Time and Tutorials into collaborative practice	Developing independent learners Through introduction of Graduation Stages and using 4Rs as a means to monitor and measure progress Continuing to develop previous learning	Developing a more personalised curriculum offer through the development of more vertical learning opportunities	Working towards moving from 'red to blue zone' with staff and pupils'		Core Business and educational partners established. Part of Governing body and actively contributing to future development	Master's opportunities for all teachers	Working towards Rights Respecting Schools status Pupils working towards greater independence, by developing dispositions and progressing through school Graduation Stages	All of the above maintained via a review schedule	New SLA contracts in place Ensure LA contingency for building in place Staff training re new build Community letting programme in place Pupil numbers rising and so greater budgetary certainty	Service centred approach				
	Summer 1 <sup>st</sup> Half																
	Spring 2 <sup>nd</sup> Half																
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	Autumn 2 <sup>nd</sup> Half																
Autumn 1 <sup>st</sup> Half	Using the new build appropriately, consolidating previous learning & practice	Y7/8 PBL begins (Lit & Num focus)	Developing expectations re pupils sharing site with post-16 pupils	Consider developing strategy re moving from 'red' to 'blue' zones	Website changes for new build	As below plus Developing partnerships with other secondary schs.	Healthy schools award re-established	Year 11 careers conference Reintroduction of Wk Exp	Community booking systems	All staff training re new facilities Staff recruitment & induction revised Permanent Head							
Summer 2 <sup>nd</sup> Half	Preparing staff for New Build pedagogy and practice, focusing on: PBL/Driving Questions Literacy & Numeracy At KS3 Working collaboratively/ Sharing learning spaces Using ICT Effectively New Day?	Establishing Working practices and curriculum progression with CAVIC									Embedding Restorative practices		Developing business links re curriculum enhancement and work placements	Establishing closer working partnership with CAVIC	Explore possible change in day to reduce workload, but increase feedback to pupils Student admissions process and induction improved Staff wellbeing group established Focus on ensuring systems/processes in place to meet needs of all vulnerable learners	1 <sup>st</sup> meeting of joint school/CAVIC pupil council	Closing down old SLAs Investigating new building contracts Staff trained jointly with CAVIC staff in prep for new build, including H&S & CP Any necessary restructure
Summer 1 <sup>st</sup> Half																	
Spring 2 <sup>nd</sup> Half																	
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Autumn 2 <sup>nd</sup> Half																	
2016 - 17	Summer 2 <sup>nd</sup> Half	Emerging	Introduce and develop Mastery. Establish positive working relationships with pupils. Develop ICT practice	Staff training Professional Practice Course; Teach Meet's; PLC's incl. coaching & Learning triads Numeracy dev.	Clarify new KS4 Curriculum. Welsh BACC established. Investigate Young Apprenticeships with CAVIC Decisions on shape of day in new build	Launching Restorative Practices Developing restorative pupil champions Training high level practitioners (CAMs) Introducing staff 'rebuilt' "Culture for Learning" initiative across whole school		Establishing Parent Forum and/or PTA Parent/School agreement	Staff wellbeing group established Focus on ensuring systems/processes in place to meet needs of all vulnerable learners	Long term improvement plan in place Focus on punctuality to school Visits to universities for Yr 11	Joint MIS & timetable arrangements explored and decided upon with CAVIC	LRC fully operational	Deciding HR provider for 17/18 Review staffing needs in conjunction with college				
	Summer 1 <sup>st</sup> Half																
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	Autumn 2 <sup>nd</sup> Half																
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2015 - 16	Summer 2 <sup>nd</sup> Half	Basic	Final Non-negotiable - Questioning Intro to Marking Policy	Introduce: Accel. Reader Literacy Mats First Learning walks.	Decision on Yr 7 Stem and Lit? Plan for KS3 Curric Establish model for PSE & RE	Planning restorative practices		As below plus Developing website University links established	Staff Induction process improved	PSE programme fully developed Focus on uniform Student Voice/Council established	Embedding systems as detailed below	16/17 budget in line with school development plan and vision Establishing cost center codes	Staff following policies & protocol All outstanding redundancies resolved				
	Summer 1 <sup>st</sup> Half					Developing Culture for Learning	Developing the role of the tutor - non-negotiables for tutor introduced							Focus on eliminating energy drinks/cans			
	Spring 2 <sup>nd</sup> Half																
	Spring 1 <sup>st</sup> Half		2 new Non-negotiables shifting focus from teaching to learning	Literacy marking Peer reading Identifying Staff T&L leads. Individ. support	Sustainable model for Alt provision. Decisions on length of KS4. Establishing Y11 intervention strategies. Strategy to ensure all pupils leave with L1+ qual 1 <sup>st</sup> Eisteddfod	Establishing rewards	Primary links via" - Head talks to pupils & parents - Specialised lessons - Performances Meeting local councilors and community/LA groups	Punctuality to lessons focus HoD Imp Plans in place	College pupil leaders chosen HoD Self Review in place	Ensure delegated budgets are ring-fenced	Appointments to new SLT made and full team in place Jan 2016						
	Autumn 2 <sup>nd</sup> Half		Five Non-negotiables to increase consistency	Literacy - needs analysis. Coaching	Introducing weekly training for staff	Anti-bullying policy developed with pupils	Clarifying Behaviour policy with staff	Carry out first Keele survey	Vertical Tutoring and 'College' system introduced Follow up non-attendance procedures clarified and implemented 1 <sup>st</sup> FPNs issued to parents	Developing new systems as detailed below Parents given first new ATL reports	New guidance for HoDs issued Ensuring any challenge funding is used to ensure sustainable improvements	PMR non-teachers					
	Autumn 1 <sup>st</sup> Half																
2014 - 15	Summer 2 <sup>nd</sup> Half	Foundational	Develop positive relationships	1st observations with feedback	Timetable decisions: KS4 Alt provision Year 7	Re-socialisation Ensuring pupils are in class Minimising violent incidents and dangerous behaviour Basic rules	Initial quick win training re developing pupil - teacher relationships	High need Parent/pupil meetings. Information evenings for parents. Regular meetings with press. Transition arrang	Child Protection officer in place	Assessing need Reassurance Community building High SLT visibility Appointment of Rugby Dev Officer	Investigating Systems - HR systems on MIS - Assessment information - Reporting - Pastoral - Timetabling - Policies	Ensure building is safe Investigate budget allocation & expenditure Control ordering E purchasing Reconciling 2 budgets into 1	New structure published Staff Restructure All safeguarding HR matters in place Staffing capacity Introduce Digidov Investigating staff contracts				
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