

# The Abbey School

## 3-year Strategic Plan 2019 - 2022



<b>Goal</b>
<b>By 2022 we will continue to maintain our outstanding ethos and culture and build our reputation and profile within the community, through an excellent and inclusive 11 to 19 educational provision that supports each and every one of our pupils to be the best they can, enabling them to become valued members of society.</b>
<b>Key Result Areas</b>
Financial sustainability
<ul style="list-style-type: none"> <li>▪ Maintain a consistently balanced budget with capacity for school improvement where necessary</li> <li>▪ Identify tangible benefits from MAT membership – work closely with the Chief Operations Officer</li> <li>▪ Develop School Business Manager (SBM) role – find creative money saving opportunities</li> <li>▪ Additional funding sourced through a variety of means –donations, fund raising, parents/carers (SBM role)</li> </ul>
Full, inclusive and outstanding educational provision
<ul style="list-style-type: none"> <li>▪ Every KS4 subject has some form of accreditation in place</li> <li>▪ An increased range of GCSEs and vocational qualifications are on offer</li> <li>▪ Specialist drama, catering and primary qualified teachers have been appointed</li> <li>▪ A comprehensive life skills curriculum is in place throughout the school</li> <li>▪ Increased opportunities, provision and curriculum for our less able students</li> <li>▪ Clear and focused Curriculum Intent that is closely linked into the Typical Abbey Lesson and SOLAR assessment systems</li> </ul>
Strong leadership
<ul style="list-style-type: none"> <li>▪ A strong LGB with clear succession planning and a wide range of expertise</li> <li>▪ An experienced SLT with depth of capacity, clear succession planning and a wide range of expertise</li> <li>▪ Further improve communication links with the WMAT team</li> <li>▪ Implement, promote and embed the WMAT Leadership Charter Guidelines across the school</li> </ul>
High quality staff
<ul style="list-style-type: none"> <li>▪ Ensure all staff have access to regular and high-quality training and development – CPD opportunities for associate staff match those of teaching staff</li> <li>▪ Map out and agree personalised fast track development programs for identified talent</li> <li>▪ Nominate Project Leads to further develop and implement improvement schemes linked with the SDP and 3-year plan</li> <li>▪ Fully embed our 3-year strategic plan into target setting and appraisal</li> <li>▪ Implement/establish incentives and opportunities to encourage the retention of existing/promising staff</li> <li>▪ Clear succession planning is in place (for all teams within the school)</li> <li>▪ Continue to recruit high quality staff through a rigorous selection and recruitment process (creatively advertise positions to ensure they are spotted by local talent)</li> </ul>
Strong relationship within the MAT and the wider community
<ul style="list-style-type: none"> <li>▪ Increased profile within the local community - Regular training and conference events taking place at The Abbey</li> <li>▪ Be the first choice MLD provision for parents in the area</li> <li>▪ A recognised centre of excellence for SEND within the local community and beyond</li> <li>▪ An increased role within the WMAT Teaching Schools and further afield</li> <li>▪ Shared best practice, one team - Continue to support subject working groups and drive the development and implementation of best practice across the WMAT team</li> <li>▪ Play a key role in any planned expansion of WMAT to incorporate new schools</li> </ul>
Infrastructure
<ul style="list-style-type: none"> <li>▪ A 16-19 provision is built on the existing site by 2022</li> <li>▪ Maximise use of our existing resources – sensory garden, courtyard, training and conference room</li> <li>▪ Pinpoint key areas of the school for further investment, development and maintenance to ensure it is fit for purpose (EG MUGA, refurbishment of staff room, refurbishment of toilets, refurbish science lab, refurbish DT room, new catering classroom)</li> </ul>