

## Springhead School Governing Body Strategic Plan 2025-2028

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We are pleased to present our three-year strategic plan for Springhead School. Our intention in developing the plan is to set out and communicate our vision, ethos and long-term direction for the school, so that we are all clear on where we are going and what we are trying to achieve.

We are extremely proud of the school's achievements and values and look forward to continuing with the excellent progress made in recent years.

We always welcome comments and suggestions.

### Plan Development and Review

The strategic plan is a three-year, long-term plan of strategic intent. It sets out the school's vision, values and long-term strategic priorities. It is aimed at the key stakeholders in the school – children and their parents, staff, governors and community stakeholders.

The strategic plan is complemented by the School Development Plan (SDP) which is a shorter term, operational plan, written annually and reviewed termly. The SDP is developed by the staff team and sets out in operational terms, how the long-term strategy of the school is to be achieved. The key priorities in the SDP are linked to the strategic priorities outlined in the strategic plan (section 4)

Review of the plan The plan will be reviewed annually by the Governing Body whilst maintaining a long-term perspective over three years. The SDP will be reviewed termly and will be a key tool for the monitoring and evaluation of this plan.

### Strategic Priorities for the Next 3 Years

#### Quality of Education

To ensure that the school is continuing to provide excellent teaching and learning so that our children and young people receive a high-quality education which enables them to become prepared for adulthood through an ambitious curriculum which is accessible to all:

- Leaders and governors will be highly ambitious and have the necessary drive to ensure the highest standards of achievement for all children and young people.
- Regular monitoring will ensure all pupils make good progress in their learning from their starting points

#### Richness of Curriculum

To create and provide a rich and ambitious curriculum which is accessible and ambitious for all our pupils:

- Our school curriculum will be well embedded, coherent and sequenced and have a meaningful impact on the quality of education for all pupils.
- Encourage the professional development of subject leads to ensure that they are adding value and ensuring excellence in the delivery of all subjects across the whole school
- Encourage and maintain pupil feedback on curriculum opportunities.

## **Behaviour/Personal Development**

To be guided by our school values and Moral Purpose to develop a school with a positive, healthy and respectful ethos, so that our children and young people grow into well rounded adults, ready for their next steps beyond life at Springhead School:

- Behaviour will be exemplary, based on the school's values of respect and rights
- Pupil attendance will be managed and monitored closely, and absence and persistent absence rates will be in line with or better than the national average for all pupil groups
- Our school will continue to place the rights of others ethos at the heart of school life to ensure that our school is a safe and inspiring place to learn
- School will place an emphasis on safeguarding, pupil and staff physical and mental health and wellbeing and enhancing healthy lifestyles in relation to physical activity and nutrition.

## **Leadership, Management and Governance**

To provide strong leadership, management and governance as a lever for school improvement:

- Our senior leaders will be visible and approachable for children, young people and parents/carers/families
- Our school will effectively communicate with children, young people and parent/carers/families about pupil progress and listen to and address concerns as appropriate
- We will provide a motivating environment to sustain and enhance outstanding staff and provide opportunities for development at all levels
- We will fully embed the 'link governor' within classes and curriculum focus areas and to ensure succession planning within the governance team
- Continue upskilling and training of the Governing Body, to ensure the provision of appropriate and healthy challenge
- Our leaders will embed the safeguarding of our children in everything that is undertaken
- Our Governors present our school in Public and will follow the Governor's Code of Conduct.

## **Monitoring and Evaluation**

Monitoring The Governing Body will use an extensive range of monitoring tools to ensure that the school is on track with these strategic aims.

These will include:

- Regular monitoring of achievement in line with the School Development Plan (SDP)
- Headteacher and staff reports including safeguarding and behaviour reports
- Internal pupil performance data using Evidence for Learning and Insights
- Governor classroom visits and reports including website checks and Health and Safety Audits and site updates
- Feedback from pupils/families/staff
- Financial monitoring statements including Benchmarking and Pupil Premium and Bandings
- Inspection and Advisor reports

## **Evaluation**

The Governing Body will use Ofsted inspections, local authority monitoring and reports, and internal pupil performance data as key evaluation tools. The Governing Body will use this evidence to review the SDP termly and the Strategic Plan annually. The plan will be amended according to need and circumstance.