

Objectives 1-4

ECM Links	SEF Links	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Cost
			SS Objectives 1-3 To raise standards of attainment at KS3 in:	Headline Quantitative targets	Year 1, 2 or 3	Who is responsible?	Who is responsible?	F&P- Finance & Personnel.
Enjoy & Achieve	A2.1 A2.2 A2.3 A2.4 A3.1 A4.2	2.a 2.c 2.f 4.b	1 a. Science (Key focus – level 5/6 borderline students) Effective questioning; Formative feedback; Tracking and intervention; Use of new technology ; Display ; Home Learning	% 5+78 6+44 7+11 % 5+78 6+43 7+12 % 5+80 6+49 7+12	1-2008-2009 2-2009-2010 3-2010-2011	Middle Leader / Director of Learning	Headteacher/SLT Link Governor LA	F&P Edition of Plan if appropriate.
Enjoy & Achieve		2.a 2.c 2.f 4.b	1.a. Maths (especially middle ability girls gaining level 5+) AFL; Effective questioning; Formative feedback; Tracking and intervention; Use of new technology ; Display ; Home Learning; Functional skills	% 5+81 6+61 7+31 % 5+79 6+58 7+26 % 5+88 6+66 7+25	1-2008-2009 2-2009-2010 3-2010-2011	Middle Leader / Director of Learning	Headteacher/SLT Link Governor LA	F&P Edition of Plan if appropriate.
Enjoy & Achieve		2.a 2.c 2.f 4.b	1.a. ICT Effective questioning; Formative feedback; Tracking and intervention; Use of new technology ; Display ; Home Learning	% 5+74 6+42 7+11 % 5+78 6+43 7+12 % 5+80 6+49 7+12	1-2008-2009 2-2009-2010 3-2010-2011	Middle Leader / Director of Learning	Headteacher/SLT Link Governor LA	F&P Edition of Plan if appropriate.
ECM Links	SEF Links	SDP Links	Raise standards of attainment at KS4 in:					
Enjoy & Achieve	A2.1 A2.2 A2.3 A2.4 A3.1 A3.2 A3.3 A4.2 A4.4	2.a 2.c 2.f 2.i 4.b	2.a. Science (particularly underperforming boys and students achieving less than level 4 at KS2) Curriculum innovation – personalised learning; Effective questioning; Display; Formative feedback; Tracking and intervention; Use of new technology and e-learning; Working with parents	53% 1 and 2 A*-C (D+1) 53% 1 and 2 A*-C (D+1) 58% 1 and 2 A*-C 100% Triple	1-2008-2009 2-2009-2010 3-2010-2011	Middle Leader / Director of Learning	Headteacher/SLT Link Governor LA	F&P Edition of Plan if appropriate.
Enjoy & Achieve		2.a 2.c 2.f 2.i 4.b	2.a. Maths (particularly underperforming boys and students achieving less than level 4 at KS2) Curriculum innovation – personalised learning; AFL; Effective questioning; Formative feedback; Tracking and intervention; Use of new technology and e-learning; Working with parents; Display; Functional skills	52% A*-C 53% A*-C 60% A*-C	1-2008-2009 2-2009-2010 3-2010-2011	Middle Leader / Director of Learning	Headteacher/SLT Link Governor LA	F&P Edition of Plan if appropriate.
Enjoy & Achieve	A2.1 A2.2	2.a 2.c		54% A*-C	1-2008-2009	Middle Leader / Director of Learning	Headteacher/SLT Link Governor	F&P Edition of Plan if appropriate.

	A2.3 A2.4 A2.10 A4.2 A4.6	2.f 2.i 4.b	2.a.KS4 ICT (particularly the attainment of students achieving less than level 4 at KS2)	53% (FFTD 2-4) Xx% cohort? 35% Grade B /level 2 22% Grade B/level 2 36% Grade B/level2	2-2009-2010 3-2010-2011 1-2008-2009 2-2009-2010 3-2010-2011		LA	
Enjoy & Achieve	A2.1 A2.2 A2.4 A3.1 A3.3 A4.2 A6.1 A6.2 A6.3	2.k	3.a.Raise student attainment at AS and A2 and level 3 Diplomas in all Specialist areas	100% pass rate in all subjects Physics; Chemistry; Biology; Geology; Applied Science ;Computing; ICT;Maths ; Further Maths	2008 -2011	Middle Leader / Director of Learning/Director of 6 th Form	Headteacher/SLT Link Governor LA	F&P Edition of Plan if appropriate.
SS Objective 4 To share best practice from specialist subjects to raise attainment across the school.								
Enjoy & Achieve	A2.1 A2.2 A2.3 A2.4 A2.10 A3.1 A3.2 A4.1 A4.2	2.a	4.a.Embed the Virtual Learning Environment (JOGGLE) to enable learning anywhere at anytime internet is accessible. Improve accessibility to resources (hardware in classrooms – projectors and interactive white boards) Use of Maths and Science ASTs to develop teaching pedagogy and techniques of all staff e.g. effective questioning and use of ICT Working with other Faculties on cross-curricular project days Use of display Lead APP at KS3	5A*-C in En&Ma 51% 5A*-C in En&Ma 46% (D+1) 5A*-C in En&Ma 53% (D+1) 5A*-C 66% 5A*-C 61% 5A*-C 65% 3A*/A 15% 3A*/A 10% 3A*/A 22% Av. Capped pts sc 309 Av. Capped pts sc 297 Av. Capped pts sc 310 KS2- KS3 2 levels progress in English 32% (D) 35 (D+1) 31 (D+1) 40% L3-L5 KS2-KS3 2 levels progress in Maths 66 (D) 68 (D+1) 65 (D+1) 50% L3-L5 KS3 Av. Pt score (En, Ma +Sc)	1-2008-2009 2-2009-2010 3-2010-2011 1-2008-2009 2-2009-2010 3-2010-2011 1-2008-2009 2-2009-2010 3-2010-2011 1-2008-2009 2-2009-2010 3-2010-2011 1-2008-2009 2-2009-2010 3-2010-2011	Middle Leader / Director of Learning TSH SLT KHE/SPR Middle Leaders Middle Leaders	Headteacher/SLT Link Governor LA	e-learning coordinator TLR2A VLE Development time for staff champs £12 000 per year SSAT funding £4000 software AFL Planned training opportunities TLR2A Maths LA support Supply

SUMMARY OF THE SPECIALIST SCHOOL DEVELOPMENT PLAN 2008-2011

Objective 5 -To extend partnerships and participation

SS Objective 5 To extend partnerships and participation through:								
Specialist College Community Element								
ECM	SEF Priority	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Cost
Enjoy & Achieve. Positive Cont.'	A2.1 A2.2 A2.3 A2.4 A2.8 A2.10 A6.1 A6.2 A6.3 A4.1 A4.2 A4.4 A4.5 A4.6 A4.8	3g	<p>a. Raising attainment in Partner schools</p> <p style="text-align: center;">Primary partners</p> <ul style="list-style-type: none"> o Studley Green, o Bellefield, o Staverton, o Walwayne Court, o Newtown primary schools <p style="text-align: center;">Secondary partner</p> <ul style="list-style-type: none"> o The Clarendon College 	<p>Increased understanding of and attainment in Sc1. G and T students work at and beyond level 5 in maths and science</p> <p>Understand where our food comes from.</p> <p>Develop team working.</p> <p>One AS and A2 Applied Science group each year. 75% + retention rate. 100% pass</p> <p>Increased use of ICT in mathematics</p> <p>2 teachers trained yearly</p>	2008-2011	<p>Link teacher</p> <p>Director of SS. Directors of Learning: Science and Mathematics</p>	<p>Headteacher/SLT Link Governor LA</p>	<p>TLR2B Primary Link Teacher £2700 release time in science and maths £1500- support activities £ 3000 staffing cost– master classes</p> <p>Meeting/CPD time £300.00 a year</p>
Enjoy & Achieve. Positive Cont'	A4.4 A4.5 A4.6 A4.8	3	<p>b. Increase participation and engagement of local community in learning</p> <p>Engage parents through effective systems and procedures and through Family and Adult Learning opportunities.</p>	<p>Learning Outcomes. Understanding of how mathematics is learned at JOG - FLF</p> <p>Develop skills of animation and learn about chemical reactions –FLF</p> <p>30 families each year</p>	2008-2011	<p>Director of Community Cohesion/Director of SS</p>	<p>Headteacher/SLT Link Governor LA</p>	<p>CLC Manager</p>

SS Objective 5 To extend partnerships and participation through:								
Specialist College-School Element								
ECM Link	SEF Priority	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Cost
Enjoy & Achieve. Positive Cont.' Be Healthy.	A2.7 A2.8 A4.5 A4.8	2.i	c. Working via partnerships to enrich curriculum offer, including applied learning. Clarendon College-T6C	OCR National diplomas in ICT and Science Maths GCSE Statistics	2009-2011	Director of 6 th Form. Deputy Headteacher	Headteacher/SLT Link Governor LA	F&P Edition of Plan if appropriate.
		3.j	Collaborate with West Wilts Federation and Learning Futures LTD	Lead on Society , Health and Development Diploma		Director of Design and Business		
Enjoy & Achieve. Positive Cont.'		3.0 3.m 3.n	d. Developing national and international partnerships Fuch's project Video conferencing projects Comenius	1 year long video conferencing project. See 3.0.	2008-2011	Assistant Headteacher NRO AHT NMO/TMC	Headteacher/SLT Link Governor LA	£2700
Enjoy & Achieve.	A2.1 A2.2 A2.4 A4.1 A4.6	2.g 2.i	e. Increase participation of students in specialist courses through links, enrichment and Aim Higher activities	After school Geology club students achieve GCSE. 1 GCSE Triple Science group. Two GCSE Triple Science groups. 75% retention rate from AS to A2.	2010 2009 2010 2009-2011	Director of SS	Headteacher/SLT Link Governor LA	TLR 2A SSAT G and T and Enrichment coordinator £6000 Applied Learning enrichment

SDP 2

TO RAISE STANDARDS AND ACHIEVEMENT THROUGH TEACHING, LEARNING AND INNOVATION

Governors' rationale

- The governing body expects **every member of staff** to promote the highest aspirations and standards of educational achievement by **striving to create an irresistible climate for learning**.
- They recognise **the necessity for middle leaders to be held to account** for raising standards within a supportive framework that monitors and evaluates the performance of each faculty and the whole school.

"Students taught by the best teachers learn twice as fast as average-students taught by the worst teachers learn half as fast as average."

Dylan William – London Institute of Education - 2009

Governors' evaluation

- The full board of governors is responsible for this development area.

ECM	SEF Priority	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Cost
Enjoy & Achieve.	A2.1 A2.2 A2.3 A2.4 A3.1 A4.1 A4.2	SS4	2a. To use new technologies to support learning of individuals and groups of students. To enhance management and communication via new technologies. CPD priority.	VLE becomes key learning resource. Improve use of new technologies in 'late adopter' subjects. Improving tracking. Improving attendance and punctuality.	Lifetime of plan	Middle Leaders. AHT Faculty Challenge. AHT Tracking and Data. Attendance officer.	SLT	F&P Edition of Plan if appropriate.
Enjoy & Achieve.		2	2.b. Focus on Professional Standards for teachers and link these securely to Performance Management and CPD. TDA Pathfinder.	Awareness/clarification of expectations for all teachers. Place on CPD section of website.	CPD from October 2009	Headteacher AHT and Middle Leaders. Website manager.	Teacher questionnaire assessing understanding of Standards – Nov' 09	F&P Edition of Plan if appropriate.
Enjoy & Achieve.		SS4	2.c. All teachers prioritise AFL as essential pedagogic practice. CPD priority.	Effective AFL a feature of every lesson. Place on CPD section of website.	Life of plan	Middle Leaders Website manager.	HT collates lesson obs' data and distributes	F&P Edition of Plan if appropriate.
Enjoy & Achieve.		SS4	2.d. Good plenaries to be a feature of all lessons CPD priority.	Every teacher has access to CPD on effective plenaries.	From September 2009	Middle Leaders	Headteacher	F&P Edition of Plan if appropriate.

Enjoy & Achieve	A3.2 A4.2	3.q	2.e. House Leaders focus on learner aspirations, progress and standards	All House Leaders use data and allocated time for tracking.	From September 2009	Assistant Headteacher Middle (House) Leaders	Governors S & C Committee	F&P Edition of Plan if appropriate.
ECM Link	SEF Link	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Cost
Enjoy & Achieve	A3.2 A4.1 A4.2	2a	2.f. Improve use of data/tracking by teachers and stakeholders. CPD priority.	Every parent with internet access receives real time tracking	Real time tracking from September 09	Assistant Headteacher Data Manager	SLT know that by summer 2010 all students have real time tracking	F&P Edition of Plan if appropriate.
Enjoy & Achieve	A2.1 A2.2 A2.4 A3.2	SS5de	2.g. Gifted and Talented provision enhanced and G&T tracking and intervention leads to higher attainment of G&T students.	G&T tracked as distinct group by Middle Leaders. Updated interventions after August results.	From September 2009	Assistant Headteacher	HT with AHT. Governors' Curriculum Committee	F&P Edition of Plan if appropriate.
Enjoy & Achieve	A4.1 A4.2 A4.9		2.h. To ensure that the school improvement cycle leads to a cohesive approach to school improvement	Increase in middle leader's accountability. Cycle drives school calendar.	From September 2009	Deputy Headteacher	Board of Governors	F&P Edition of Plan if appropriate.
Enjoy & Achieve Economic Wellbeing	A2.1 A2.2 A2.3 A2.4 A3.3 A4.1 A4.2	SS5c	2.i. To continue the development of an innovative and relevant curriculum that raises individual learner and cohort attainment.	To further personalise curriculum. Diploma lines, BTEC, Apprenticeships More flexible KS3, AS and A levels, Functional Skills.	From September 2009	Deputy Headteacher and Middle Leaders	SLT. Board of Governors via headteachers report.	F&P Edition of Plan if appropriate.
Enjoy & Achieve	A2.1-4 A4.1 A4.2 A4.6		2.j. To improve Personal Learning & Thinking Skills of all students (PLTs). CPD priority.	Project Learning Days Used for Open Learning activities. PLT's embedded in curriculum.	Every Project Learning Day From Sept 09	Assistant Headteacher Middle Leaders Middle Leaders	Middle leaders/ student voice. Curriculum Committee.	F&P Edition of Plan if appropriate.
Enjoy & Achieve Economic Wellbeing	A4.1 A4.2 A6.3		2.k. Create JoG 6th Form & T6C Improvement plan.	All aspects of provision that are in plan improve by Christmas 2009.	From September 2009	Director of 6 th Form	Curriculum Committee-Spring 2010	F&P Edition of Plan if appropriate.

Governors' rationale

In creating a community with an irresistible climate for learning the school will:

- Provide opportunities for **all students** to learn and achieve both within school, in the **local , national and international community contexts**;
- promote the spiritual, cultural, moral and social aspects of learning and;
- prepare students for the opportunities, responsibilities and experiences of life with a good knowledge of **community responsibilities**;
- ensure that all relevant **safeguarding procedures** are in place within the school community.

ECM Links	SEF Priority	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Cost
Strategic Leadership								
Positive Cont'	A4.1 A4.8		3.a. Create post of Assistant Headteacher for Community Cohesion – September 2009	By July 2010 have achieved at least good in Ofsted inspection of Community Cohesion	September 2009–August 2010	Headteacher	Governors F&P in light of inspection.	F&P Edition of Plan if appropriate.
School Community								
Positive Cont'	A2.8 A3.4 A4.5 A4.8		3.b. Vertical tutoring adapts to take into account student and parent feedback.	All aspects of VT promote a cohesive and aspirational community.	From September 2009	AHT. House Leaders. Director of 6 th Form. Leadership team.	Student & Community Committee	F&P Edition of Plan if appropriate.
Positive Cont'	A4.4 A4.5		3.c. Create School website that represents best practice in ease of use by parents, students and all stakeholders.	Website presents an unambiguous impression of a school working to fulfil its vision for learning.	Lifetime of plan	Assistant Headteacher. Website manager.	Board of Governors	F&P Edition of Plan if appropriate.
Positive Cont'		2b	3.d. Promoting social development and aspirational climate throughout the school.	Displays throughout the school stress attainment through cooperation.	Lifetime of plan	Assistant Headteacher	Dedicated governors site visit-annually.	F&P Edition of Plan if appropriate.
Positive Cont' Enjoy & Achieve	A4.5 A4.6 A4.8		3.e. Work with International Learning & Research Centre to improve migrant integration.	Social integration & attainment of Polish students 'good'. Feedback from parents is positive.	By January 2011	Assistant Headteacher	Student & Community Committee	F&P Edition of Plan if appropriate.
Positive Cont'	A2.8 A4.1	SS5c	3.f. Eco Schools used to make us a more environmentally responsible school.	Gain Eco schools Bronze award. Green Flag. Silver Award.	2008-2009 2009-2010 2010-2011	Science Faculty	Headteacher/SLT Link Governor LA	F&P Edition of Plan if appropriate.

ECM	SEF Priority	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Cost
Trowbridge and West Wiltshire cohesion and Cultural Development								
Enjoy & Achieve	A2.1 A4.1 A4.5 A4.6	SS5a	3.g. Specialist school community activities raise attainment in feeder schools	To focus on raising attainment at KS2	2008-2010	AHT SS	Headteacher/SLT Link Governor	F&P Edition of Plan if appropriate.
Positive Cont'. Economic Wellbeing.	A2.8 A2.11		3.h. Community involvement including Young Chamber and Pupil Parliament provide engagement opportunities to have community impact.	Recognition for all learners involved in community action	From September 2009	AHT Community Cohesion. Director of Design & Business	Student & Community Committee	F&P Edition of Plan if appropriate.
Positive Cont' Economic Wellbeing Be Healthy	A2.5 A2.7 A2.8 A2.10 A4.1 A4.5 A4.6		3.i. John of Gaunt has leading role in extended schools and Trowbridge schools Collaborative. Safer Schools PCSO. Promoting healthy lifestyles by leading on Healthy Schools Plus for secondary schools with focus on teen pregnancy.	Community Hub with the aim of reducing barriers to learning in Trowbridge & positive community profile. Trowbridge schools Healthy Schools Plus.	From Autumn 2009 and to complete circa Christmas 2010 PCSO & Healthy Schools plus by Jan' 2010.	Headteacher as Chair of Trowbridge Extended Schools Cluster. AHT	Student & Community Committee	F&P Edition of Plan if appropriate.
Enjoy & Achieve Economic Wellbeing Positive Cont'	A4.5 A4.6	SS5c	3.j. As member of West Wilts Federation and Learning Futures LTD ensure that John of Gaunt and all students in 'the West' have access to a widening curriculum offer. Provide high quality CPD.	To expand Diploma lines. To work collaboratively to achieve sustained improvement of 5% incl' E & M per year across Federation. Improved CPD.	Ongoing. From September 2009-including Nov' 09	Deputy Headteacher and Headteacher. Directors of Learning. Assistant Headteacher	Headteacher/SLT Chair of Governors LA Board of Governors	F&P Edition of Plan if appropriate.
UK Community and Cultural Development								
Positive Cont'	A4.8		3.k. Create a Community Cohesion annual Action Plan with an emphasis on the UK Community.	Self-evaluation of UK aspects show significant impact on student understanding.	By April 2010	Assistant Headteacher	S&C Committee	F&P Edition of Plan if appropriate.
Positive Cont'	A4.5 A4.8		3.l. Video conference with 2 UK Specialist Schools with broader ethnic mix than JoG.	Understanding of more diverse UK communities.	End of 2010	Director Community Cohesion	SLT S&C Committee	F&P Edition of Plan if appropriate.

International Community and Cultural Development

Positive Cont'	A4.8		3.m To achieve International Schools status	Status achieved by September 2011	End of 2011	AHT	SLT Curric' committee	F&P Edition of Plan if appropriate.
Positive Cont'	A4.5 A4.8		3.n. Comenius Project	Work with one Polish and one German school in multilateral partnership	2009-2010	NMO/TMC	SLT	F&P Edition of Plan if appropriate.
Enjoy & Achieve	A2.1 A2.2 A2.4 A4.2	SS5d	3.o. Video Conferencing	1 yr long maths project for yr 7/8 G&T	2009-2010	Teacher of top set yr 8	Headteacher/SLT Link Governor	F&P Edition of Plan if appropriate.
Positive Cont'	A4.8		3.p. Vertical tutoring promotes international cultural cohesion	To increase awareness of contemporary international issues among students through vertical tutor group activities	Life of plan	AHT House Leaders Tutors	SLT Student and Community Committee	F&P Edition of Plan if appropriate.
Positive Cont'	A2.8 A2.11 A4.8		3.q. House system promotes House identity and inter House 'competitive' aspect to charitable Activities	To double annually the contribution to charities	Life of plan	House Leaders	SLT Student and Community Committee	NIL

Guide to colour coding - Based on the TDA School Improvement Planning Framework

Inside the classroom	These are objectives that focus on the core purpose of raising standards of achievement.
Learning potential	These are objectives that focus on factors that affect students' learning potential and identify ways to help all students to achieve their full potential.
Beyond the classroom	These objectives identify ways to improve the well-being of all students in the school and many have a focus beyond the school itself. Extended schools and other 'outward looking' initiatives come into this category.
Personalise	The focus here is the needs of individual students and the developing of individualised interventions and will demonstrate an impact on targeted students or cohorts such as Gifted and Talented and EAL learners.
Develop and prioritise solutions	In a way the whole plan could use this colour but four areas a chosen. The creation of a Community Cohesion plan, a 6 th Form Action plan and a school improvement cycle that ties all aspects of improvement planning together and curriculum development.

Governors' rationale

In creating an irresistible climate for learning the school will:

- Provide opportunities for **all students** to aspire, learn and achieve;
- promote the **spiritual, cultural, moral and social** aspects of learning and;
- prepare students for the opportunities, responsibilities and experiences of life and for **economic well-being**;
- make sure that all relevant **safeguarding procedures** are in place.

ECM Links	SEF Links	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Cost
Be Healthy. Stay Safe. Positive Cont.' Enjoy & Achieve. Ec' Well.'	A2.5 A2.6 A2.9 A3.4 A4.1 A4.4 A4.5 A4.6 A4.7		4.a. Student Development team evolves, promoting high aspirations, inclusion, learner engagement, well being, safety and improved achievement and attainment.	Ongoing reduction in exclusions. Improving attendance. Vulnerable groups results improve. House Leaders able to focus on attainment.	From September 09	Assistant Headteacher	Governors S & C Committee	F&P Edition of plan
Enjoy & Achieve	A2.1-4 A3.2 A4.1	3.q	4.b. House Leaders focus on attainment and House identities.	Improved results for each House year on year	From Sept 09	House Leaders Assistant Headteacher	Governors S & C Committee	F&P Edition of Plan if appropriate.
Be Healthy. Stay Safe. Positive Cont.'	A2.1-4 A2.6 A2.8 A3.4		4.c. SEAL to have whole school impact. CPD priority.	Every teacher a SEAL teacher. Monitored in all lesson observations. Improvement in A-G pass rate.	Ongoing	Middle Leader	LA notes of visit.	F&P Edition of Plan if appropriate.
Positive Cont'	A4.1 A3.4		4.d. National recognition for Student Development work and aspects of Extended School programme.	Recognition of outstanding practice through national publication.	Year 1 of plan	Headteacher	Board of Governors	F&P Edition of Plan if appropriate.
Stay Safe. Enjoy & Achieve	A2.4 A2.9 A4.1 A2.10		4.e. Attendance to improve.	To be better than national average.	By July 2010	Attendance Officer	SLT. Board of Governors. Deputy Headteacher.	F&P Edition of Plan if appropriate

			4.f To gain the Quality Mark in Basic Skills	Accreditation gained	By Summer 2010	ILD Faculty F&P Edition of Plan if appropriate.	SLT	F&P Edition
Be Healthy Stay Safe Positive Cont'	A4.1 A4.5		4.g. To lead extended schools Secondary Schools activities in Trowbridge that are linked to swift and easy referral.	Create Community Hub on the John of Gaunt site that improves Drop-in clinic facilities for students.	From Autumn 2009	Headteacher and Extended Schools co-ordinator.	LA	F&P Edition of Plan if appropriate.
Be Healthy	A2.7 A4.1 A4.8		4.h. Staff well-being to be a priority as we work to create an <i>irresistible climate for working</i> . To strengthen our IIP status.	Create a staff well-being forum. Staff absence reduces. Non-contact time for a staff member to promote staff well-being and cohesion.	From September 2009	AHT Bursar	SLT and Governing body	F&P Edition of Plan if appropriate.
Be Healthy Stay Safe Positive Cont'	A2.4 A2.10 A3.3 A4.1 A4.5 A4.6 A4.8		4.i. Extra curricular activities expand with specific focus on engaging the 'disadvantaged'. TDA Pathfinder. To be the project lead school in Trowbridge.	TDA Pathfinder(08-09) rolls out and Increases engagement of disadvantaged learners in extra curricular activities by 50% annually. National recognition.	By July 2010	Assistant Headteacher. Extended Schools co-ordinator. Office Manager. Student Development team.	HT and Ext Schools Coordinator. Board of Governors.	F&P Edition of Plan if appropriate.

SDP 5

BECOMING OUTSTANDING - RAISING STANDARDS THROUGH NON-NEGOTIABLE TEACHER PRACTICE

Governors Rational: The governing body concur with the finding in the Ofsted publication, **Twelve outstanding Schools in Challenging Circumstances** (2009) that:

*'One of the hallmarks of very good or outstanding schools is a high degree of consistency in approaches and responses, **regardless of which staff member is involved**'.*

ECM Links	SEF Priority	SDP Links	Actions	SMART outcomes	Timescale	Accountability	Evaluation	Costs/Resources
E&A	A3.1 A4.1	2.b Professional Standards for Teachers	5.1. Every lesson must have differentiated objectives linked to Blooms Taxonomy	All lessons planned to take every learner into account	From Sept'09	Every Teacher	Middle Leaders/ SLT/Gov's C&L Committee	CPD
E&A	A3.1 A4.1		5.2 Every lesson must have a good plenary which displays learner progress	Learners can explain progress in learning in every lesson	From Sept'09	Every Teacher	Middle Leaders/ SLT/Gov's C&L Committee	CPD
E&A	A3.1 A4.1		5.3. Every classroom and Faculty display must promote a positive learning environment	Every classroom enriches the learning experience	From Sept'09	Every Teacher	Middle Leaders	Faculty budgets
E&A	A3.1 A4.1 A3.2		5.4. Every classroom must display clear exemplar material on how students can make progress	The learner can understand how to improve	From Sept'09	Every Teacher	Middle Leaders	CPD
E&A	A2.11 A3.4		5.5. Tutor time & Assemblies must be constructive and purposeful for every learner.	Tutor time continues to develop as learning time	From Sept'09	Every Teacher	Assistant Headteacher/ House Leaders/ Director of 6 th Form	Nil
Be healthy	A2.6 A2.8 A4.5		5.6. The John of Gaunt B4L strategies must be understood & used by all teachers, Learners & Parents.	Minimising of low level disruption to learning. Irresistible learning & working environment.	From Sept'09	Every Teacher	Assistant Headteacher	Staff Handbook. B4L in every newsletter
E&A	A2.6 A2.8 A4.5		5.7. Every learner must have clarity on the high standards of behaviour expected of every John of Gaunt student.	Expectations are made clear via display & interaction	From Sept'09	Every Teacher	House Leaders/ SLT/Student Development Team	Nil
E&A	A2.2 A3.2 A4.2		5.8. Every Learner must be tracked meticulously and be aware of rates of progress compared to targets	Every learner is progress focussed & parents access live tracking	From Sept'09	Every Teacher	Assistant Headteacher. Gov's C&L and S&C Committees	F&P Edition of Plan.
E&A	A3.1 A3.2		5.9. Every teacher must be at least good at using AFL	Every learner knows how to progress	From Sept'09	Every Teacher	Middle Leaders/ SLT/Gov's C&L Committee	Booklets
Be healthy	A2.7 A4.7		5.10 Teachers prompt arrival to lessons and duties linked to safeguarding of children.	Improving behaviour and ensuring student safety.	From Sept'09	Every Teacher	Deputy Headteacher. Safeguarding Governor.	Nil