



Everybody Excelling, Every Day. No Excuses!

School Development Plan

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Presented to Governors:
22/09/2020
Review: 13/07/2021

Our Vision:

Every Child will leave Randal Cremer able to excel academically and socially.

Our Mission:

Pupils at and from Randal Cremer will demonstrate in their social and academic life our core values of love, teamwork, respect, high expectations and equality. Barriers to achievement will not be as used as an excuse for failure but as an imperative for all stakeholders to try even harder to ensure that no child leaves Randal Cremer at a disadvantage when compared to their peers.

Rationale:

The pupils of Randal Cremer come from a wide range of backgrounds. We are situated in an area with high indicators of poverty contrasted with pockets of affluence and growth. We have a high percentage of pupils entitled to PPG, (75% in some year groups) and also a number of families who are not entitled to Pupil Premium but who are living on low incomes. Our community is diverse with a range of cultural and ethnic backgrounds. In developing our Strategic Imperatives for our school we looked closely at what we want for pupils at and from Randal Cremer. We recognise that the world they are growing up in is rapidly changing and that we do not even know what jobs they might have in the future. We therefore felt it important to look closely at the skills and traits we feel will help our pupils excel in the 21st century.

Additionally, as a school we believe strongly that school improvement cannot be brought about by turning inwards, rather we should be working with and alongside other schools, community organisations, universities and employers to develop a learning community that strives to bring opportunities to all our stakeholders and ensures that no child is overlooked or left behind.

What do we want for a Randal Cremer pupil?

Growth Mindset	Responsible for their own behaviours and learning	Understand Rights and Responsibilities	Problem Solving	Community Minded
Resilience	Independence	Appreciate our Values	Creativity	Loving
Perseverance	Knowing their own minds	Team Member	Engaging in feedback	Have character
Risk Taking	Engaged in learning	Flexibility	Analytical	Have spirit
Courageous	Loving and Enjoying Learning	Respectful	Ambitious	Unique
Patience	Curiosity	Social Awareness	Able to use technology safely, to engage in learning	Having a conscience
Reflective	Taking on other views	Having opinions	Collaborative	Confidence
Independence	Skilled	Empathetic	Questioning	Being able to speak standard English

	Focussed Priority 1	RAG	Focussed Priority 2	RAG	Focussed Priority 3	RAG	Focussed Priority 4	RAG	Focussed Priority 5	RAG	Focussed Priority 6	RAG
July 2021 July 2022	To use assessment effectively to inform planning and teaching across all subject areas.		To continue to develop inclusive practice across all areas of the equality strands but in particular: <ul style="list-style-type: none"> - Diversity - SEND - Mental Health 		To ensure standards in core subjects of maths and English are at least good with targeted support using the covid catch up fund in place and tracked for effectiveness.		To introduce the Skillsbuilder Partnership approach for all children		To develop new leaders and ensure current leaders are effective and focused on the school's priorities.		To continue developing ways we can support and engage our parents across all areas of the school.	
Summer Review 	<ul style="list-style-type: none"> - Learning Ladders has been implemented. - There are some refinements to make and the next step is to start using ladders at home to share targets and learning. - Lap Tops have been issued to all children on FSM that requested one. - The school is using blended teaching to help children who need support to catch up. - 		<ul style="list-style-type: none"> - Children have responded well to the No Outsiders approach. PSHE scrap books show a range of comments and questions the children have explored - Wel-being ambassadors are in post and are supporting children in play times. - The school has developed their own graduated response tool that will be a focus for next year. 		<ul style="list-style-type: none"> - See outcomes this year. - The impact on children's writing and spoken vocabulary has been particularly noticeable. Pupil's voice is very positive with children saying they really look forward to their writing lessons. - Feedback from borough writing moderation was very positive. - Year 6 writing moderation was a strength. 		<ul style="list-style-type: none"> - Skillsbuilder is being taught and celebrated each week. 		<ul style="list-style-type: none"> - THE School Improvement team have worked with the Deputy Head to embed the monitoring cycle. - They have each developed non-negotiables for their subject area. - 2 new Governors recruited and one young governor. - 		<ul style="list-style-type: none"> - Parent engagement is very high. Parents are keen to find out how they can support their children. - There is more work to do on this in the next academic year to consolidate and develop our engagement with parents. - A parent group for children with EHC plans has been really positively received. The parents are beginning to take ownership and identify areas they want support in. 	



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