**A picture containing diagram

Description automatically generatedHazeldown School – School Improvement plan**

**School Strategic Objectives:**

*Ensure* Excellence at Every Level

*Provide* An Extraordinary Experience for all

‘Learning for Living’ *– “We’re not asking you to learn something which isn’t going to be important”*

*Creating* Socially responsible global citizens who dare to dream

Excellent Teaching and Support

Values-Driven Attitudes to Learning

A clear purpose for actions at every level

Excellent Outcomes for all

To be the first-choice school for new families moving to the area

Wellbeing and workload support for staff, with a focus on sustainability

|  |  |  |
| --- | --- | --- |
| **Further Develop Governance** | | |
| Action/Success Criteria | Timescale, Person  Budget/resources  Monitoring (who/When) | Success Criteria |
| **To maintain good Governance whilst ensuring practices adequately consider the impact on staff workload and wellbeing.**  -Ensuring portfolio holder visits and questions are planned to give adequate time for staff involvement  -Communication is in place between governors to ensure that questions posed are not repetitive and fully add value to the process | DD/RW | Visits being planned in good time.  Checking of SCR now done and shared between portfolio holders.  Linking of several portfolio questions where finance is involved, e.g., finance questions relating to Sports Grant asked once and shared. |
| **Participate in a Devon Education Services (formerly Babcock) led Review of Governance**  -Actively engage with the process as required, including tapping into assessors’ knowledge to gain insight into good governance  -Develop action plan using recommendations from the review to drive improvements in Governance at Hazeldown. | TS/DD/RW  Review: November  £ TBC | Several Governors involved in Babcock led Review and report received and circulated to board.  Subgroup met to consider report and present action plan to FGB.  Chair to summarise action plan going forward at summer2 FGB. |
| **Improve understanding of the OFSTED Education Inspection Framework and School Self Evaluation**  -Ensuring Board members can articulate school curriculum in terms of ‘intent’, ‘implementation’ and ‘impact’.  -Becoming familiar with ‘the Inspection Framework’ to be able to support Hazeldown adequately during the next Ofsted Inspection. | DD/RW/SL | Several Governors now attended at least one DAG webinar on Ofsted inspection related subjects.  Governor Ofsted training sessions included in some Board meetings.  Governor Ofsted interrogation period included in summer term Subject Leader presentations. |
| **Return to a pre-covid level of school visits to continue to develop the governors’ understanding of what we do in practice, our vision and values.**  -Planned curriculum visits as set out by curriculum Portfolio holder.  -Occasional Governor attendance to events like year group celebration days, occasional assemblies, lunchtime visits etc. | LP | Curriculum visits now back to pre-covid levels.  Governor attendance at events now evident, assemblies, Community award presentations, SAT’s week etc. |
| **Raise the profile of the Governing Board with Parents and Staff considering how the Board might become more visible to them.**  -Building proactive, two-way communication with parents and staff through a mix of media  -Promoting purpose-led representation of the Governing Board at parent and staff events | DD/RW/KP | To be continued as a priority in 2023 / 24 SIP  Governor section included in one school newsletter, further articles to be published.  Greater focus on governor availability at parents and staff events must be a priority.  Governor support on social media to be considered. |