



BEESTON HILL ST LUKE'S STRATEGIC PLAN

Our Mission Statement is our Vision:

We believe in God the father and salvation through our Lord Jesus Christ.

We thank God for his unconditional love towards us and attempt to reflect such love and kindness through our school.

We seek to go 'the extra mile' (Matthew 5:41) with our children, our families, our staff and our community.

We are committed to achieving academic excellence with all our children and to removing any barriers to learning.

We ask for God's guidance, protection and blessing on this place and give him the glory for all the wonders he performs here.

Our Strategic Plan:

This is St Luke's strategic plan and its purpose is to bring together the detailed plans needed to implement the school's vision. It is a working document, which sets out a range of goals, actions and priorities; we will use it to inform our day-to-day work, judge our progress and help us to decide how to use our resources.

The plan makes clear where we are going and what we are trying to achieve in the period up to 2023. However, it will not prevent us from taking advantage of any unforeseen opportunities. The Governing Body will review the Strategic Plan on an annual basis which will usually take place at our Autumn meeting.

Our Strategic Plan falls into the following categories:

Ethos

- To maintain a culture where the teachings of Christ, and particularly kindness, underpin every action and interaction
- To maintain a school where pupils are treated as if they were our own children
- To prioritise and invest in positive relationships at all levels

Leadership & Governance

- To successfully integrate several new members into our existing team of committed and caring governors
- To ensure governors have specific knowledge about key aspects of school (via the sub committees) and to equip them with the knowledge to fulfil their responsibilities
- To continue to develop shared ownership of the SDP through distributed leadership of each action plan
- To continue to safeguard the current staffing through high morale and a positive culture, to ensure continuity and stability

Pupil Welfare

- To increase opportunities to hear 'pupil voice'
- To increase resilience of all members of our community
- To support pupils' mental health particularly around the issues of separation and grief (following results from, My Health, My Survey 2019)
- To deliver and monitor the 'nurture' after school provision

SMSC

Teaching & Learning

- To deliver a broad and balanced, cohesive curriculum which is thoroughly planned to maximise pupil progress
- To develop pupils' vocabulary in every lesson and at every opportunity including the 'academic code'
- To deepen pupils' mathematical understanding beyond rote learning
- To rigorously monitor Teaching & Learning in all subjects leading to improved pupil progress
- To maintain reading as the core of all teaching and learning

Achievement

- To complete the writing action plan in reception to help increase GLD outcomes
- To maintain and improve the percentage of children passing the Phonic Screening Check in year 1
- To increase the number of pupils working at greater depth in maths at the end of Key Stage 1
- To close the gap between disadvantaged and non-disadvantaged across Key Stage 2
- To increase the number of pupils meeting the national expectations in reading, writing and maths combined by the end of Key Stage 2
- To increase the number of pupils working at greater depth in all subjects by the end of Key Stage 2

Staffing

- To maintain the excellent relationships enjoyed between staff and pupils and staff to staff
- To maintain staffing levels and increase where possible
- To ensure high quality CPD, particularly in the foundation subjects
- To appoint and integrate new members of staff following expansion
- To support team leaders to deliver the school development action plans
- To support the SENCO in establishing an outstanding specialist provision
- To increase resilience of staff members

Behaviour

- To maintain the excellent behaviour in school
- To enhance behaviour support through establishing new and better provision following the building project
- To continue to fund out of hours' support

Environment

- To maintain the outstanding environment (nothing shabby or uncared for)
- To continue to manage the Asset Plan
- To manage the school expansion plan to avoid any decline in our environment

Our Community

- To continue to work with, engage with and support our parents and families
- To continue to engage positively with St Luke's church and neighbouring Christian Churches
- To strengthen links with the local mosques and to work with the Interfaith Community Project
- To continue the positive links with Community Policing
- To maintain and explore new links with local organisations such as ; Holbeck Elderly Aid, St Luke's Cares, Leeds United etc

The strategic plan is complemented by the Self Evaluation process and our School Development Plan. Our SDP is an operational plan extending over a period of 1-3 years and is developed by senior staff and Governors and sets out in operational terms how the long-term strategy of the school is to be achieved.

The School Development Plan will be addressed through Action Plans which give details of the actions the school will take. The governor sub committees and senior staff regularly evaluate and review the progress made against our Strategic Plans and will report this to the Governing Body.

**SCHOOL Development Plan
2018 - 2021**

| Objectives: | Timescale | Action Plan |
|---|------------------|--------------------|
| To develop an effective Feedback and Marking Policy which is consistently applied by all teachers | 2018 - 2019 | 1 |
| To establish an effective assessment process for Foundation Subjects | 2018 - 2020 | 2 |
| To provide appropriate homework which does not increase teacher workload | 2018 - 2019 | 3 |
| To improve the understanding of the mathematical concepts and reasoning skills | 2018 - 2020 | 4 |
| To reflect, accommodate and embrace the increasingly multicultural Community of St Luke's | 2018 - 2020 | 5 |
| To increase resilience in pupils and staff: both academic and emotional resilience | 2018 - 2020 | 6 |
| To raise the profile of science to meet the expectations of a core subject | 2018 - 2020 | 7 |
| To increase Governors' effectiveness in raising the quality of Teaching & Learning across school | 2018 - 2020 | 8 |
| Increase 'Greater Depth' outcomes | 2019- 2021 | 9 |
| IT Development Plan | 2018 – 2021 | |
| Asset Management Plan | 2019 -2022 | |
| Early Years Development Plan | 2019 - 2020 | |