

Mount Grace School - Strategic Plan

Strategic Planning

Governors and senior staff have looked long and hard at what we need to do to realise our vision. We have agreed a set of strategic objectives that must be met if we are to realise our vision within 5 years. We have also set some challenging targets for September 2008 and a number of interim targets so that we can check our progress along the way. We will review these annually, in consultation with parents, students and the wider school community.

Mount Grace has in place a detailed Action Plan for improving the performance of the school. This is being developed at the moment to become a School Improvement Plan (SIP). It will detail what needs to be done within school to realise our strategic objectives and will enable us to monitor progress.

Each Faculty, Year Head and Member of the Senior Leadership Team will have responsibility for implementing relevant parts of the School Improvement Plan, which will be regularly reviewed and updated.

The remainder of this document deals with these strategic objectives and targets.

Strategic Objectives

We have grouped these under 4 headings.

To raise achievement

We intend to make sure that every student maximises his or her potential whilst at Mount Grace. All students are equally valued whatever their academic ability and future career aspirations. We intend to enable them to acquire the skills they need to progress along their chosen path. We intend to raise self-esteem amongst students and to promote self-esteem and high expectations of achievement for students, staff and parents.

We will therefore:

- Provide a balanced and stimulating curriculum offering appropriate opportunities, including vocational, for pupils of all abilities
- Promote participation in a wide range of extra -curricular activities, including sports and the arts
- Recruit and retain the best teachers, assistants and support staff and provide them with high quality continuing professional and career development
- Provide consistently high quality teaching and learning in a vibrant learning environment and disseminate good practice
- Provide high quality individual guidance to pupils to ensure informed choice within school and beyond
- Ensure high standards of literacy, numeracy and IT proficiency, to develop highly employable people with readily transferable skills
- Use the power of modern technology - including the Internet- to enhance learning
- Develop high quality citizenship and personal, health and social education

- Improve attendance to meet our strategic targets and develop awareness amongst students and parents of the benefits of good attendance
- Develop and maintain a high standard of behaviour based on mutual respect across the school and wider community
- Celebrate success in every aspect of school life

To create and maintain a caring community

We will make MGS the community school for Potters Bar: a source of pride for all.

We will enable students to prosper at MGS and will ensure that, above all, they feel safe, developed and part of an environment where learning is valued and the needs of individuals are met. Where additional support or care is needed within the school, we will ensure that it is provided. We will also engage the support of other agencies in helping to meet the needs of students at Mount Grace.

We will continue to improve the image of the school in the local area by challenging misinformation and by dealing robustly with students and others who bring the name of the school into disrepute and by promoting the achievements and success of MGS students.

To improve communication and partnership

We are very conscious that we will succeed more rapidly with the active support of parents and the local primary schools. We therefore aim to:

- Harness the energy and commitment of the wider community, including parents, industry, commerce and further education, to support pupil development and the image of the school
- Offer the community educational and social opportunities within the school, in and beyond the school day, to promote our commitment to life long learning
- create a dynamic relationship with primary schools to ensure a smooth transition for students to secondary school
- value and encourage supportive relationships with parents, including active involvement in their children's education. This is vital and an area where we need to see early and rapid improvement
- Involve pupils in the school's consultation and decision making processes

To manage the school effectively

Whilst teaching and learning are at the heart of improving performance, we also need to make sure that the school is well managed and the staff and students have the resources they need to prosper. We will:

- Develop a three year financial plan, updated annually
- Monitor rigorously the £3M plus budget to ensure value for money
- Raise funding from sources other than the LEA and investigate whether seeking specialist status would be in the best interests of the school
- Consult regularly with pupils, staff, parents and the wider community
- Make the most effective use of Governors and enable their development in the best interests of the school
- Develop an effective web presence
- Assess the current use of site and buildings *to manage the school's assets effectively*

Targets

We will measure progress and set challenging targets to be achieved by September 2008. To enable us to check progress along the way to 2008, the School Improvement Plan will include annual targets.

To gauge the success of the school in meeting the needs of students and parents, we will develop in 2003/04 arrangements for obtaining feedback. This will identify areas where further action is required, establish baselines across various aspects of school life and set targets for improvement in 2008.

Review

This Strategic Plan forms the basis for the School Improvement Plan and they will both be reviewed annually in the autumn term.

The Governors of Mount Grace School