

Cassiobury Infant & Nursery School

“Learning together, growing together; inspiring our children on their journey through life.”

Strategic Plan

2016 – 2021

Introduction

The recent appointment of a new Headteacher at Cassiobury Infant & Nursery School has provided us with an excellent opportunity to formulate, develop and present our five-year Strategic Plan to clearly set out our plans to develop the school during that time.

We have taken the time to consider our school vision, mission and values; which are an expression of the underlying ethos of the school. We are passionate about our work and proud of the achievements of the school and its pupils.

We are seeking to continue the good work that has been done in the school and to continue to with the excellent progress that has made CINS a truly outstanding school.

In a world that is constantly changing and with an environment that provides us with new challenges each year, we want to have a clear strategy, not just for the next five years, but into the future. We will review the Strategic Plan annually and continue to develop it as the long-term plan of the school.

Whilst we feel that all areas of the school require ongoing monitoring and careful attention, some areas are more important to emphasize and some aspects of the school have had significant attention recently and less need for development. An example would be our premises, which are in excellent order with a new Early Years building and significant renovations to the Main School/KS1 building.

The development of the Plan

The Plan was developed by the Governing Body, in conjunction with staff and parents. The new Headteacher, Mrs Emma Edwards, was appointed and took post on 1st September 2015. The Governing Body took the opportunity to re-focus their efforts on taking a more strategic approach to governance and to be clear about their function and how to most effectively use the time available to the GB.

Initially, a significant number of governors attended a training course run on 18th November 2015, facilitated by Herts For Learning, entitled; "Vision, Mission & Values – Governors Strategic Role."

This was followed up by a GB meeting on 7th January 2016 to discuss, consider and agree a revision to the current school vision, mission and values.

The GB then met for an evening on 25th January 2016, facilitated by Kevin Rylett of Herts for Learning, to undertake a "SWOT" analysis and develop the basis of the Strategic Plan.

The SWOT analysis was disseminated and draft objectives agreed at a meeting of the Governor's working party on 5th February 2016.

The draft plan was discussed and edited at the GB meeting on 14th March 2016, in preparation for feedback to the parent forum on 18th March 2016 and for the staff to consider on 18th April 2016.

The plan will be ratified at the next GB meeting in May, but the draft plan will be integral to the School Development Plan meeting on 18th April 2016.

Plan Review

We will review the plan annually at the Governing Body Planning Meeting at the beginning of the Autumn Term. This will be embedded into the Annual Programme of Works.

The Plan will be fully revised every three years, to re-set objectives and maintain the longer-term perspective of extending the working life of the Plan for five years.

Vision, Mission and Values

Vision

Learning together, growing together; inspiring our children on their journey through life.

Mission

To nurture our children into life-long learners, who are responsible [valued] members of the community, by providing a learning environment that challenges and promotes creativity and imagination through exploration.

Values

- Respect
- Responsibility
- Tolerance
- Excellence
- Inclusive
- Democracy
- Individuality

CINS Strategic Goals 2016 - 2021

To continue to improve the quality of teaching and learning so that every lesson is at least good and in the majority of cases, outstanding.

- Support the SLT with performance management strategies to develop and improve teaching across the school.

Developing strong governance and robust leadership in the school.

- Effective governance and support for the senior leadership team. Robust performance management to encourage the SLT to develop.

Developing the already strong links between the school, the parents and the school community.

- Parents and Governors via website/School Comms
- Developing role of parents within the school
- Feedback and action points from Parent Focus Group
- Attendance
- Education on parking issues

Making sure that the school can cope with the structural changes needed in the next five years.

- The challenge of what the school will look like as the management structures of schools change and to consider the ramifications and benefits of collaborative alliances, federations, converting to an Academy and Multi-Academy Trusts.

To give our children an outstanding introduction to their educational journey and to ensure that they make and exceed expected progress.

- Closely monitor and evaluate pupil data
- Be involved with the SLT to understand the resources needed

To use the school resources and environment to enhance the learning experience for our children and parents.

- Website development
- IT infrastructure
- Buildings programme – plan carefully
- Use of the Forest school
- Wrap around care and other extended provision as per needs

Strong financial management to ensure that we can deliver our goals.

- Careful budgeting and management of funds
- Office development
- Lettings to create revenue

Implementation and Monitoring

The plan sets out the strategic goals, which will be developed at the School Development Plan meeting on 18th April 2016 and embedded into the SDP.

This will cover the short-to-medium term implementation of the Plan.

The Plan will be monitored through the Resources and School Development Committee, through the monitoring of the SDP. This will be fed back to the Governing Body.

The Plan will be reviewed annually.