



School Development Plan, 2019-20

Summary

We are a progressive grammar school community, committed to excellence in girls' education.

Our core inspiration is our established **School vision**: developing the leaders of tomorrow – by which we mean to inspire future citizens to think for themselves and to act for others.

To enable us to fulfil our vision, we pursue three broad **School aims**:

1. The pursuit of excellence – distinction: students will be provided with an outstanding education and we expect them to do their best in all endeavours.
2. Fulfilling individual potential – challenge: students will be stimulated to acquire new knowledge & understanding and motivated to develop new skills & attributes.
3. Contributing to the community – duty: students will conduct themselves with civility and compassion at all times, supporting each other and looking beyond themselves.

The School Development Plan (SDP) details our ambition for the year, as we aspire to continuously improve. A leading priority, which features in all sections of the SDP, relates to strengthening our Sixth Form outcomes.



Section	Title	Objectives
1.	<p>Leadership & Management <i>Empowering staff to develop their practice, our systems and the campus for the future.</i></p>	<ol style="list-style-type: none"> 1. Improve A level outcomes: attainment and achievement, e.g. developing post-16 teaching & learning practice through focused CPD activities and whole-school initiatives. 2. Work towards achieving an in-year balanced budget, <i>e.g. cost-reduction and revenue generating initiatives.</i> 3. Ensure effective operational management of SSEF new build, <i>e.g. implementation of health & safety plan.</i> 4. Ensure effective implementation of FAPP (Fair Access and Partnership Plan) Development Plan, <i>e.g. introduce new outreach element, familiarisation, summer school and PPG entrance test registration support.</i> 5. Ensure efficient and effective management of operational changes due to Year 5 of expansion, <i>e.g. assemblies, duties and supervision.</i> 6. Ensure highest quality of leadership and management at all levels, <i>e.g. new cohort for CCHS Leadership Programme.</i> 7. Review and prepare for the new Ofsted Framework, <i>e.g. curriculum intent, implementation and impact.</i> 8. Develop and raise the profile of staff well-being, e.g. incorporate current and new provision into a defined programme of support and opportunities.
2.	<p>Curriculum <i>Maintain throughout the School a breadth of curriculum that values equally the</i></p>	<ol style="list-style-type: none"> 1. Maintain high quality provision for students with a challenging and broad education, with a focus on the quality of A level provision and delivery <i>e.g. review of schemes of work relating to reformed GCSE and A level courses.</i>



	<p><i>Creative Arts, Maths, Science, Humanities, English, Classics, Languages and Social Sciences in the Sixth Form.</i></p>	<ol style="list-style-type: none"> 2. Maintain a rich and vibrant experience for students including positive and enjoyable extra-curricular activities and continue to record participation/achievement in extra-curricular/enrichment activities, e.g. create 'My CCHS' online platform to allow students to record their ambitions and achievements. 3. Develop scientific-artistic programme to strengthen STEM and Artsmark work, e.g. <i>Renaissance Project with KS3 students.</i> 4. Complete development work relating to our Artsmark Gold Award, e.g. <i>prepare new statement of commitment and introduce Arts Award to KS3 students.</i> 5. Provide additional enrichment opportunities to students, e.g. <i>introduce CCHS DofE Silver Award.</i> 6. Ensure that we are compliant for compulsory RSE (Relationship and Sex Education) from September 2020, e.g. <i>staff training.</i>
<p>3.</p>	<p>Academic Results and Sixth Form Growth <i>This Sixth Form of choice for able girls because of our track record in terms of experience, results, university preparations and success.</i></p>	<ol style="list-style-type: none"> 1. Achieve outstanding A level examination results, e.g. <i>CPD provision to support excellent teaching & learning practice.</i> 2. Use DfE and commercial data reports to analyse A level outcomes and inform school improvement, e.g. <i>ASP (Analyse School Performance) and ALPS (A Level Performance System).</i> 3. Continue to develop the academic challenge offered to Sixth Form students so as to best prepare them for success in admission to highly competitive courses, e.g. <i>CCHS Lecture Series and develop KS4-KS5 study skills (as part of transition) and academic mentoring to support Sixth Form students - look to course offered by 'Elevate Education'.</i> 4. Strengthen the standing and prestige of the CCHS Sixth Form, e.g. <i>research, consult and introduce Sixth Form uniform.</i> 5. Develop Sixth Form study space provision and widen the supervision of study periods.



		<ol style="list-style-type: none"> 6. Achieve outstanding GCSE examination results, <i>e.g. CPD provision to support excellent teaching & learning practice.</i> 7. Use DfE and commercial data reports to analyse GCSE outcomes and inform school improvement, <i>e.g. ASP (Analyse School Performance) and KS4 ALPS (Key Stage 4 Performance System).</i>
<p>4.</p>	<p>Teaching & Learning <i>Excellence from all and excellence for all in the development of a scholarly school.</i></p>	<ol style="list-style-type: none"> 1. Provide a collaborative and research-informed CPD programme, with a focus on A level subject knowledge, <i>e.g. professional development groups, TeachMeet sessions and coaching & mentoring.</i> 2. Deepen staff expertise in relation to meeting the needs of the most able, <i>e.g. through engagement with well-established and highly-regarded projects, which will support meeting the needs of Sixth Form students, e.g. NACE Challenge Award (i.e. frame T&L excellence).</i> 3. Strengthen the practice of professional reading and reflection to inform and support professional development, with a focus on general A level pedagogy, <i>e.g. educational articles and books in the Library, sharing practice as set agenda item for Year Leader, Department and Faculty meeting.</i> 4. Monitor the quality of teaching & learning across the school, with a focus on the Sixth Form: Year 13 in the Autumn Term and Year 12 in the Spring Term, <i>e.g. learning walks protocol, subject and area reviews.</i> 5. Strengthen understanding of excellence at KS3 vis-à-vis our standards assessment/progress model, <i>e.g. collate and share exemplars of KS3 work to demonstrate our standards approach re: CCHS KS3 Curriculum.</i> 6. Review marking policies and practices with careful attention to consistency, impact and time efficiency, <i>e.g. identifying the features of best practice.</i> 7. Establish and run School Development Groups to inform SDP initiatives, <i>e.g. staff wellbeing, marking policy review, extra-curricular provision and new citizenship/community/leadership programme.</i>



5.	Student well-being <i>Students' personal development, behaviour & welfare.</i>	<ol style="list-style-type: none">1. Maintain impeccable behaviour and standards, as we expand, e.g. develop 'School Citizenship/Community/Leadership' programme, relating to recognition and rewards, as well as standards and behaviour.2. Continue to develop provision and practice for particular student groups, notably SEND and PPG.3. Raise the profile of positive mental health in school and raise awareness of sources of help.4. Develop diversity and inclusion awareness across the school – e.g. continue training for LGBT student group and PYN involvement.5. Raise the profile of risk-taking and overcoming setbacks through tutor time activities.6. Continue to develop and raise the profile of 'Find your Voice' and developing confidence, e.g. develop a differentiated student rewards system across KS3 (use CCHS LP), KS4 and KS5.7. Develop the main assembly programme to specifically address the range of cultures, traditions and faiths within the School.8. Refine and monitor school systems that track and monitor the academic and pastoral progress of students as we expand as a school. e.g. use of the log book, TA Discussion week, reports and Action Plans.
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