

Priority Areas:

- ❖ Quality of Education
- ❖ Culture and Ethos
- ❖ Recruitment Strategy
- ❖ Leadership and Management
- ❖ Physical, digital and social environment
- ❖ 6th Form

School Improvement Priorities [SIP] (2021 – 2022)

Quality of Education

Quality of Education is good (Teaching, Learning & Assessment | Literacy | Digital Technology)

- How will we ensure that all subjects deliver high quality literacy teaching in lessons that are accessible, inclusive and challenging for all?
- How will we ensure that homework is coherently planned, tracked, monitored, consistently completed by all students and improves student outcomes?
- How will we enhance students' experience of teaching and learning inside and outside of the classroom through the use of digital technology?
- How will we ensure students make progress within the knowledge-based curriculum, especially our prior high attaining students?
- How will we ensure that the ECT's receive high quality professional development?
- How will we further develop our use of SIMS and SISRA to monitor and improve student progress?
- How will we diminish the attainment gap between different groups (especially HAPs, SEND, PP/Disadvantaged) with a specific focus on students affected by Covid-19?
- How will we use aspirational targets to improve KS3 student progress including for those without KS2 assessments?
- How will we ensure continued success of KS4 outcomes?

Behaviour & attitudes Personal Development

Culture and Ethos is safe, stimulating and supports student and staff aspirations and wellbeing

- How will we ensure there is consistent application of the behaviour for learning strategies and ON TRACK which is understood by staff and students?
- How to maintain a minimal level of exclusions (permanent & fixed term) that is below the national average?
- How will we achieve a rate of attendance that is at 96% or at least in line with the national average?
- How will we ensure there is an increased involvement of students in careers and employability-focussed activities across the curriculum and particularly in STEM?
- How will we ensure a coherent plan and regular evaluation of extra-curricular activities which demonstrates equal access for all students but especially for the disadvantaged?

A successful Recruitment Strategy

- There is a comprehensive communications and marketing strategy which reaches the whole school community
- How will we further develop a strong Key stage 2 – 3 transition programme in place which successfully attracts prospective students and families to the Rooks Heath community
- How will we increase the number of students who continue their education at post-16 with RHS
- How will we build a sense of community which includes the Rooks Heath alumni
- Rooks Heath is fully staffed with a high calibre of professionals

Leadership & Management

Leadership and Management

- How will we further strengthen the skills of all leaders so they are able to effectively monitor the quality of teaching, learning and assessment?
- How will we ensure delivery of the curriculum enables all students to successfully complete their programmes of study and sustain positive progress outcomes?
- How will we ensure there is a high-quality whole staff and leadership-tailored PD programme the impact of which is centred on student outcomes?
- How will we develop the digital infrastructure to support administrative roles which support good assessment and distance learning systems?
- How will we develop a collaborative approach to the development of leaders and share expertise within the MAT (Trust)?
- How will we engage effectively with parents, governors, employers and local services to enhance access to the curriculum and strengthen community links?
- How will we ensure that safeguarding practice is effective?
- How to we instil a culture amongst all leaders of high challenge and low threat?

Physical, digital and social environment

- How will we ensure that we have highly effective and meaningful engagement with staff at all levels and that there is an effective system of identifying and managing any issues of wellbeing and workload?
- How will we embed events and practices throughout the year that contribute positively to staff wellbeing?
- How will we ensure we build a comprehensive and financially sustainable ICT structure which supports the effectiveness and efficiency of on site and on-line teaching, learning student-focussed and administrative activities?



6th Form

- How will we ensure sixth form teachers consistently display excellent classroom practice and the highest expectations of their students?
- How will we ensure students are working at or above their minimum target grade?
- How will we ensure that we are able to offer a balanced and varied Level 3 curriculum to students?
- How will we ensure that student attendance is at least 95% and that students are punctual?
- How will we further develop Careers Guidance in the sixth form to enable informed career decisions so that no child is NEET?
- How will we improve the progress of our most able students?
- How do we ensure our 6th Form students acquire the community and leadership skills necessary for the adult world through social action projects?

Equality Objectives:

Objective 1: Undertake an analysis of recruitment data and trends with regard to race, gender and disability annually, and report on this to the Audit & Risk Committee of the Board of Trustees.

Objective 2: To ensure all members of the School community receive up-to-date professional development in the Equality Act and the importance of tolerance, equality of opportunity and elimination of discrimination of those with protected characteristics including ethnicity, sexual orientation and gender.

Objective 3: To continue to narrow the gap in performance of disadvantaged, SEN or disabled students with those outside of these groups.

Objective 4: Maximise the effectiveness of the curriculum to address diversity and meet the needs of identified groups and build on the individual learning offer to all students so that every student performs at their highest potential in examination year groups. This objective is particularly necessary given the disruption to the academic year caused by the impact of Covid-19 on the delivery of the curriculum

Objective 5: To ensure that student attendance is sustained at or above the national average.