Theale Green School

TGS Strategic Plan

TGS Mission: To be the School of Choice for the Community & Employer of Choice

TGS Strategy :

Powered by relationships

Quality of education

Equity for all

A Well school

We form a strong community

Connection, community, and growth

ACTIVATE LEARNING EDUCATION TRUST

Quality of Education	Measure	How we will do it
In our **growth**, improve headline outcome KPI's for Theale Green School to ensure the school excels against national benchmarks.	• KPI • Progress 8 of 0 or better • English & Maths 4+ 77% • English & Maths 5+ 53% • Average grade C+ post 16	• Positive climate for learning • CPD: High quality training & development and sharing of best practice • Learning walks with feedback moderation and collaboration with other schools to ensure judgements are sound. • Early identification of students who are at risk of under-achievement with appropriate interventions put in place • Careers focus to raise aspirations
Through our **community**, raise the impact of good teaching to ensure that high quality classroom experiences lead to great outcomes.	• Improvements in all KPI (above) • Reduction in C2's • Key stake holders (Staff, governor and student voice) • Improved Assessment and Data	• Positive climate for learning • CPD: Four Rosenshine principles • Monitoring and evaluation activities (Student voice, external visitors and self-evaluation)
Through **connection**, improve outcomes for SEND and Disadvantaged students to ensure we transform their lives through learning.	• Improvements in all KPI (above) • A reduction of the gap between SEND and Non SEND. • Evidence of SAP plans being implemented	• SEND and disadvantaged focus from LT, HOD's & HOY (KS3,KS4, KS5) • Knowledge of students in key groups & those in SEND & disadvantaged • Learning walks • Progress focus and Book looks • Sharing good practice • Pre-emptive parental contact • Direction of meeting agendas in line with whole school strategy. • Students voice and parental feedback • Continued focus of T & L principles • Teachers understanding and implementing SAP plans.

Equity for All	Measure	How we will do it
Through **connection**, improve whole school attendance to above national to overcome barriers to learning.	All measures of attendance are at or above the national average	- Staff effectively trained in new DfE guidance and local authority practises. - Individual attendance plans - Use of social media & prizes to promote attendance - Clear message on attendance and attainment – reviewed throughout year - Connections tutor – student. - Referrals into EWS - Sharing of data. - Triage meetings. - Analysis of trends and patterns to address low points of attendance – put on school activities to boost attendance. - Case studies - Ownership of students attendance by all – Head of Department, subject teacher, Head of Year etc.
Ensuring our curriculum is appropriate for our **community**, improve levels of literacy across the curriculum for all to increase engagement and success.	- Increased engagement in curriculum - Improved behaviour for learning	- Phonics focus - Lexia - Whole school reading strategy - Whole school writing strategy - Use of software - Sixth form paired reading scheme - Staff training - Parental engagement/support - Transition - Review of literacy within the curriculum – is it supportive, scaffolded. - Review of curriculum offer how does it support literacy. - Promote the love of reading for all. - Role models.

A Well School	Measure	How we will do it
In our **growth**, recognise the wellbeing of all staff is a critical component of the success of our work with students.	• An open culture with wellbeing at the heart	• Well Being charter • All leaders to ensure that TGS Attributes permeate all aspects of school life • All leaders to promote open culture of seeking views to ensure an iterative approach to systems & processes • "No meeting" weeks published in calendar • TGS Ops calendar shared • Clear organisation communication with clear deadlines • Cuppa with colleagues • Clarity of job roles & organisational structure
With our **community**, support the emotional and physical wellbeing of all students to promote motivation and aspiration.	• An improvement in engagement in daily life.	• Use of Fitness Zone including targeted disadvantaged students • Focus on improving staff/student connections by sharing key success stories as well as student hobbies/interests • Acute focus on reducing incidents of bullying; using the framework and Transform Manager to support individuals • Whole school careers strategy

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