







Endeavour Academy School Development Plan June 2020- September 2021 V1

SCHOOL DEVELOPMENT PLAN LIVE

	Intent 	Implementation 	Impact 	Evidence/Measurable Impact 	Cost	Time scale	Monitors/ Lead
Quality of Education	<p>QE1 Review the first curriculum offer of the 3 year cycle round</p> <p>Looking at the impact of Covid 19 on aspects of the curriculum</p>	<p>Review current curriculum offer</p> <p>Formal discussion with Therapy teams regarding input into the curriculum</p> <p>Invite LAB members to consider curriculum model</p> <p>Parental conversations</p> <p>Review any aspects of the curriculum that cannot be delivered during Covid 19</p>	<p>The curriculum offer will continue to meet students' needs</p> <p>The curriculum will ensure that during the Covid 19 period students' needs are being met</p>	<p>Curriculum model documents and review meeting minutes</p> <p>Updated for September 2020 Curriculum Policy</p> <p>Planning documentation</p>	NIL	<p>June 2020</p> <p>July 2020</p>	<p>CEO/LAB</p> <p>Principal</p>
	<p>QE2 Review the current arrangements for the delivery of relationships and sex education</p> <p>Mandatory aspect Sept 2020</p>	<p>RSE working party established April 2020 (building on prior work)</p> <p>Working practice already using guidance with CAHBS (Oxford Health)</p> <p>On aspects</p> <p>Implementing the Oxford framework</p>	<p>Staff and students are confident and comfortable with RSE topics and support measures</p>	<p>Learning Intentions has explicit areas</p> <p>Topic materials available</p> <p>RSE map (showing where RSE is delivered)</p>	NIL	<p>June 2020</p> <p>October 2020 (Including review)</p>	<p>LAB member</p> <p>Deputy Principal</p>

		<p>ASDAN healthy relationships</p> <p>Review core offer related to RSE (Many aspects already within curriculum)</p> <p>Identify where and how RSE is delivered</p>					
	<p>QE3 Identify potential new technologies and to further enhance the use of technology in all classes.</p>	<p>Attend SEND shows to look at current and new technologies</p> <p>Visit other SEND provisions</p> <p>Research</p> <p>Pupil feedback and staff feedback</p>	<p>Preparing staff and students for a technological world</p> <p>Providing alternative communication skills and resources</p>	<p>Personalised evidence of where technology will have been used</p> <p>Stakeholder feedback</p>	<p>£10000</p> <p>School budget</p> <p>£20000 annual</p> <p>CapEx</p>	<p>June 2020</p> <p>July</p> <p>2022</p>	<p>CEO/LAB</p> <p>Principal</p>
	<p>QE4 To improve the outdoor facilities so that students can benefit fully from carefully designed outdoor learning opportunities</p>	<p>Outdoor spaces to be divided into topic areas:</p> <p>Sensory garden</p> <p>Horticulture area</p> <p>Forest school</p> <p>Outdoor playground</p>	<p>To improve the outdoor facilities so that students can benefit fully from carefully designed outdoor learning opportunities</p>	<p>Designated areas in place</p> <p>Evidence for learning</p>	<p>Maintenance budget</p> <p>£5000</p> <p>Training budget</p> <p>£2000</p>	<p>June 2020</p>	

					Forest School Practitioner In budget		
Behaviour and Attitudes	BA1 To consider the effectiveness of the PBS system to date and its impact over time (2 year old)	To review whether the impact of all areas of PBS is embedded and which areas if any are to be further introduced or refreshed Discussion with staff around PBS (PBS Coaches)	Students show over time improvements in behaviour	Behaviour system assessment tools show improvement Specific strategies will identify support measures used	NIL	June 2020 Discussion with staff June 2020 July 2021 Review	Principal/LAB Head of care/ Behaviour Lead (1 person)
	BA2 Review the impact of the "Subjective quality of life tool" aka 'Happiness	Reintroduce the happiness scale toolkit with the identified personnel (Family footings facilitator) Piloting with CLA students Introduce as an integrated part of the PCP	Enhanced student happiness and quality of life through structured activity and support Involves parents/carers and other stakeholders	Improvement over time in more positive responses on the scales	NIL	June 2020 Full review July 2021	Deputy Principal Family footings Facilitator

	<p>BA3 Develop strategies to fully embed the 6 reinstated values (SDP Behaviour and attitudes)</p>	<p>Identify mandatory half termly value to establish over the year</p> <p>Collective staff training to Complete buy in from all staff</p> <p>Set up a values board and develop through celebration assemblies</p> <p>Build on prior visits of LAB members to establish whole school aspirations</p> <p>Consideration in CapEx for corridor unification of values</p>	<p>Focus for staff and pupils to drive aspiration</p>	<p>Evidence for learning (Tag within system to pull up evidence against areas)</p> <p>Learning Journals (show WOW moments)</p> <p>Feel Good Friday assemblies (Staff celebrate student and own achievements through the week)</p> <p>Friday Celebration assembly (celebrates students achievement)</p>	<p>NIL</p>	<p>June 2020</p> <p>July 2021</p>	<p>Principal/LAB</p> <p>Assistant Principal</p> <p>July 2021</p>
	<p>BA4 To gain the Rights Respecting Award and monitor its principles in action</p>	<p>Submitted paperwork for Bronze Award</p> <p>Look to submit paperwork for the Silver Award (when criteria met)</p> <p>Develop further the Pupil voice aspects of the submission</p>	<p>Shows the schools commitment to equality and working with students as partners (Pupil Voice and well-being)</p> <p>Involves stakeholders who are required to support and have an</p>	<p>Achieving the Awards</p>	<p>£200 (School Budget)</p>	<p>June 2020</p> <p>Bronze by July 2020</p> <p>Silver by 2021</p>	<p>Principal/LAB</p> <p>Deputy Principal</p>

			understanding of the school				
Personal Development	<p>PD1 Review the waking Day personal development curriculum offer to ensure it remains appropriate and make suitable adjustments to cover the Pandemic period or beyond</p>	<p>To review with Education and Care teams the personal development opportunities available.</p> <p>Consider Covid requirements</p> <p>Appointed a house lead for evidence for learning who ensures curriculum is assessed in both settings</p>	<p>Students all around curriculum will be enhanced and personal development skills mapped</p>	<p>Evidence for learning</p> <p>MAPP2 baselines (Therapy based key progress indicators)</p>	NIL	<p>June 2020</p> <p>July 2021</p>	<p>Principal/ LAB</p> <p>House Lead/ Therapy team</p> <p>Deputy Principal</p>
	<p>PD2 To apply for Bronze ECO schools award ensuring opportunities for students to gain some understanding of the wider world</p> <p>To apply for Silver ECO schools award ensuring opportunities for students to gain</p>	<p>Application for ECO schools</p> <p>Identify steps and how to deliver</p> <p>Deliver steps</p> <p>ECO school committee</p> <p>Action Plan</p>	<p>Pupils will have had the opportunities to explore the wider world and being part of an ECO school</p>	<p>Gaining Awards</p> <p>School council and Eco School committee</p>	£500	<p>June 2020</p> <p>July 2021</p>	<p>CEO/LAB</p> <p>Assistant Principal/ Principal</p>

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	some understanding of the wider world						
Leadership and Management	LM 1 To review our current curriculum and outcome to ensure best practice is being maintained. (See Quality of Education Section)(Covid specific aspects)	Review current curriculum offer Formal discussion with Therapy teams regarding input into the curriculum Invite LAB members to consider curriculum model Parental conversations Review any aspects of the curriculum that cannot be delivered during Covid 19	The curriculum offer will continue to meet students' needs The curriculum will ensure that during the Covid 19 period students' needs are being met	Curriculum model documents and review meeting minutes Updated for September 2020 Curriculum Policy	NIL	June 2020 July 2020	CEO/LAB Principal
	LM2 To ensure that the newly formed Leadership team is able to rapidly carry out their key tasks and actions, through carefully designed induction and on-going support	Create the job descriptions Identify key roles and responsibilities Make clear induction and mentoring arrangements	Leaders will be able to operate successfully and be rapidly able to discharge their functions	Supervision notes Completion of Induction pack	In Budget	June 2020 Preparing JD etc. Sept 2020 December Appointments	TRUST HR Principal/LAB
	LM3 Effective use of specific staff skills through an Audit of	Undertake a skills audit of all staff to ensure that where opportunities arise	School is able to utilise staff skills as required	Audit (kept centrally and updated as required)	Training budget	June 2020 October 2021	Principal/ LAB

	skills and how to utilize them	the school is aware of the skill set of staff		Where staff have been used this is recorded	Possible Honorarium		Assistant Principal
	LM4 Consideration of in reach/outreach provision	To consider the possibilities and produce a detailed report as to whether this is feasible	Schools and parent /carers of students with complex ASC are supported within Oxfordshire	Programme of support running Report on feasibility	Circa £25000	September 2020 December 2020	Principal/LAB Principal
6 th Form Provision	SF1 To review current CPD arrangement for the 6 th form to ensure all staff have the required skills and expertise for their roles.	Consider current requirements for staff to operate within 6 th form (Gatsby benchmarks)	Continued safe operation around 6 th form activities and ensuring effective use of the Gatsby Benchmarks	Staff are comfortable with their knowledge and understanding of the Gatsby benchmarks Evidence for Learning	NIL	June 2020 Staff update on Gatsby Benchmarks	Principal/ LAB Deputy Principal Careers leader
	SF2 To consider even further the opportunities to develop offsite learning including work experience placements (consideration for Covid -19)	Identify where possible new opportunities for work experience	Students will benefit from a range of work experience	Actual placements	NIL	June 2020 On going	Principal/ Lab Careers Leader

NOTE: Areas remaining to be finally closed from previous SDP have either been transferred to the new SDP or were at a point of closure and will be finalised

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