



# Eight to Great School Development Plan



**Everyone valued • Every day an opportunity • Every moment focused on success**

# A great school

Our measures of greatness will be a school...

That is a true **Community** school.

Where all are **Happy**, **Healthy** and **Fit**.

That ensures **Excitement**, **Experimentation** and **Excellence** in learning.

With all this we will continue to lead local schools on  
progress outcomes.





# Our values

## What makes us tick



**Everyone Valued**

**Everyday an opportunity**

**Every moment focused on success**

**Same values**

**Same care**

**Same relationships**

**Same drive**

**Same ethos**



**CHESSINGTON**  
**SCHOOL**

***RAISING  
THE BAR***

# 8 To great™

Everyone Valued	Everyday an Opportunity	Every moment focused on success	
<p><u>Pride</u></p>	<p><u>Students enjoy only good or better lessons</u></p>	<p><u>No gaps; All students share in the success of the school</u></p>	<p><u>Excellent leadership at all levels</u></p>
<p><u>Great Attendance</u></p>	<p><u>High Quality Feedback</u></p>	<p><u>No gaps; All subjects share in the success of the school</u></p>	<p><u>An irresistible curriculum</u></p>



# Pride

- 1) Pride in Books
  - Target 2017/2018: In 2016/2017 23% of staff were seen with outstanding presentation in progress reviews. 58% were good. This needs to improve to 60% outstanding and 40% good
- 2) Pride as Ambassadors in the community
  - Target 2017/2018: Qualitative parent and community feedback will demonstrate significant improvement. Quantitative will see a 50% drop in consequences as a result of behaviour incidences outside of school.
- 3) Students take responsibility:
  - Target 2017/2018: Student guidance and disciplinary panels will be embedded and as a result Student Voice will indicate impact on Low and Mid level disruption to learning.
- 4) Learning Environments – Teacher classrooms, displays, consistency in presentation.
  - Target 2017/2018: All learning environments will match the quality standard as Quality Assured by Students and Leaders.
- 5) Readiness for lessons – Student and teachers
  - Target 2017/2018: Reduction in late detentions 25%
  - Target 2017/2018: Regular equipment checks result in better prepared students – Monitored by staff voice and equipment checks.
  - Target 2017/2018: Homework detentions reduced by 25%



# Great Attendance

- 1) Sustained increase in whole school attendance
  - Target 2017 / 18: Increase from 95.2 to 96% for whole school attendance
- 2) Removing persistent absence:
  - Target 2017 / 18: National average or below (12.4%) in each year group
- 3) All students share in our success - PPG:
  - Target 2017 / 18: Reduction of PA from 19.5% to 15% (National avg 21.6%) across the PPG cohort
- 4) All students share in our success – SEN:
  - Target 2017 / 18: Reduction of PA from 21.3% to 17% (National avg 20.9)
  - Target 2017 / 18: Non PPG: reduction of PA from 9% to 8% (National avg 8.3%)
- 5) Parental engagement and attendance
  - Target 2017 / 18: 25% increase in attendance to Information evenings and 'voluntary events'
  - Target 2017 / 18: 95% Attendance to Parent Consultation Evenings in each year



# Great lessons every time

- 1) Differentiation
  - Target 2017 / 18: In 2016/2017 Differentiation was mentioned in formative feedback as a strength for 20% of the staff and as an area for development for 28% of the staff. In 2016/2017 Differentiation needs to be an area of strength for 60% of the staff and only 10% as an area of development.
- 2) Literacy
  - Target 2017 / 18: In 2016/2017 literacy was mentioned in progress decisions as a strength for 32% of the staff and as an area for development for 16% of the staff. In 2017/2018 feedback needs to be an area of strength for 60% of the staff and only 10% as an area of development.
- 3) Feedback
  - Target 2017 / 18: In 2016/2017 feedback was mentioned in formative feedback as a strength for 8% of the staff and as an area for development for 28% of the staff. In 2017/2018 feedback needs to be an area of strength for 60% of the staff and only 10% as an area of development.
- 4) Homework
  - Target 2017 / 18: 100% of teachers to be recording homework on class charts
  - Target 2017/18: Analysis of class charts shows that all subjects are setting homework in line with school microscripts
  - Target 2017/2018: Evidence of homework in all teachers progress decision





# High quality feedback

- 1) Consistency across all books
  - Target 2017/2018: Marking from teachers: In 2016/2017 27% of staff were given outstanding for marking in their progress decision. 54% were given good. This needs to be raised to 60% outstanding and 40% good.
  - Target 2017/2018: In 2016/2017 24% of staff were outstanding for student feedback. 45% were good. In 2017/2018 this needs to be raised to 60% outstanding and 40% good.
- 2) Doodle
  - Target 2017/2018: Every student to have a doodle 'report' in their books every half term
  - Target 2017/2018- Every parent received a doodle report. 75% to have accessed the full report online.
- 3) All staff feedback
  - Target 2017/2018: 100% of staff feel the feedback they receive through progress decisions and lesson observations is high quality and informative
  - Target 2017/2018 : 100% of staff meet their leverage targets by the end of the year
- 4) Leadership feedback
  - Target 2017 / 18: Every teacher to have a leadership project or gap challenge supported by the appropriate CPD opportunity for leadership and to feedback on results of project to stakeholders.
- 5) Student feedback:
  - Target 2017 / 18: 90% or more students agree with the three core Enjoy and Achieve Student Survey elements.



# No Gaps: All students share in our success

- 1) High Prior Attainers
  - Target 2017 / 18: HPAG students to move from to above National or better in the exam series summer 2018.
- 2) SEN Overall Target:
  - Target 2017 / 18: By the end of year 9 students with SEN will have a reading age that matches their chronological age.
  - Target 2017 / 18: Year 10 and 11 students will be assessed for exams access and have reading age in line with chronological age as a result of interventions and quality first teaching.
- 3) PPG
  - Target 2017 / 18 – Eradicate the gap between disadvantaged and non-disadvantaged students at the end of Year 11 in public exams.
  - Target 2017 / 18 – Narrow the gap between disadvantaged and non disadvantaged students in Lower School
- 4) Lower School
  - Target 2017 / 18 – 50% Green or Blue with no more than 15% Red.



# No Gaps: All students share in our success

- 1) Raising the bar
  - Target 2017 / 18: English and Maths to achieve 70%+ each standard grades.
- 2) Positive P8 in all subjects
  - Target 2017 / 18: No subject to have a negative P8 score.
- 3) Stretching and challenging
  - Target 2017 / 18: 30% increase in the number of 7-9 grades at the end of Year 11
  - Target 2017 / 18: 30 % increase in number of Blues at lower school.
- 4) Levelling the buckets
  - Target 2017 / 18: Bucket 3 Attainment 8 score to beat 16.
  - Target 2017 / 18: Bucket 2 Attainment 8 score in line with National
- 5) English and Maths to lead the school
  - Target 2017 18 – P8 Score to return to leading the school
  - Target 2017 18 – Significant improvement in the P8 score of Disadvantaged Students in English and Maths



# Excellent leadership at all levels

- 1) Modelling and consistency of leadership
  - Target 2017 / 18: Introduce and embed micro scripts to ensure directed autonomy for leadership at all levels.
- 2) Leadership and Development Opportunities for all
  - Target 2017 / 18: Every teacher to have a leadership project or gap challenge supported by the appropriate CPD opportunity for leadership.
- 3) Middle Leadership at all levels
  - Target 2017 / 18: Embed and assess impact both qualitatively and quantitatively of a Middle Leaders program for all post holder that develops their leadership skills
- 4) Student Leadership in all years
  - Target 2017 / 18: Student lead process to rename, rejuvenate and relaunch the school house and rewards systems.
- 5) Governance challenges and supports:
  - Target 2017 / 18: All governors demonstrate effective challenge and support through improved understanding of performance data, effective committees, committee chairs, and effective monitoring.



# An irresistible curriculum

- 1) Stretches and Challenges
  - Target 2017 / 18: All departments and courses to have a comprehensive set of plans that show the delivery of learning as well as assessment and feedback opportunities that stretch all years to and beyond their Yearly target grades.
- 2) Has breadth
  - Target 2017 / 18: All students will be able to chose a curriculum that includes at least 3 Bucket 3 qualifications inclusive an elective subject.
- 3) Delivers life skills and is relatable
  - Target 2017 / 18: A whole school year group plan will be produced that shows events and activities to support students within each stage of their learning. Based upon the reintegration of the Chessington Baccalureate.
- 4) Broadens Horizons:
  - Target 2017 / 18: All students in Lower School attend Ex C provision in 2017 / 18
  - Target 2017 / 18: 100% of students so have the opportunity to visit London each year.
  - Target 2017 / 18: 75% of students have the opportunity to travel beyond England each year / experience overnight trip each year.
  - Target 2017 / 18: 50% of students should engage with the opportunity to travel beyond England each year / experience overnight trip each year. (demonstrates appropriateness of trips.)
- 5) Links to careers and destinations.
  - Target 2017 / 18: No students NEET

