

'Big 3' Key Priorities

Highfields School 2020-2021



Key:

- SARU - students at risk of underachieving
- NS - next steps
- PSHE - personal, social, and health education
- CPD - continued professional development

Note: This is an illustrative excerpt. The full plan includes a range of success criteria based on qualitative and quantitative evidence.

Project No.	Title/ description of project Each project leader is responsible for the keeping of records around design/ ADKAR/ timelines/ impact
1a	Operation 'Need to Know': Curriculum intent and implementation will inspire students and its design will enable them to retain and retrieve important powerful knowledge about the world around them. Subject leaders and their teams will adapt the curriculum to address the effects of Covid-19 based learning loss. Any catch up funding will be used very effectively to support those in most need.
1b	Operation 'Moving Target': Teachers will embed prior foci (questioning/ actionable NS/seating for SARU/strong start etc) and embed 'new' strategies in both online and in-school provision with particular adaptation for SARU.
1c	Operation 'Word Power': School structures including lesson design, Accelerated Reader and DEAR will result in more children being avid readers and able to communicate using effective techniques and appropriate specialist terminology.
2a	Operation 'Safe and Well': School care systems combine to protect children's emotional and physical health and empower them to take on the specific challenges they face. WE ARE HIGHFIELDS (WAH) pledges pilot project work ensures that ALL students including vulnerable groups enjoy a range of enrichment activities and challenges during their Highfields School career. Opportunities such as BHM are celebrated.
2b	Operation 'Happy and Inclusive': Students' behaviour and approach to learning will further promote an ethos in which students can learn and feel happy and included. Consistent tutor times and assemblies will offer opportunities for spiritual and moral reflection and growth. Screen time on both sites will be limited to encourage social interaction, physical exercise and extra-curricular activity.
2c	Operation 'Every Lesson Counts': Overall attendance approaches 96% because sophisticated and carefully targeted systems result in students being where they belong in term time; in school, with their friends, learning. (Appropriate strategies support any students who are shielding or self-isolating)
3	Operation 'Every Resource Counts': Staff workload/ CPD and support (esp. post absence) is a constant focus so that staff (esp teacher) health supports continuity of classroom learning. Income is maximised through increased student recruitment into Y7/12 and through other revenue streams.

Notes regarding Covid 19: *This entire plan will need to adapt in line with emerging government policy around Covid-19. The school may need to develop an even stronger online offer which registers children and ensures their engagement. Timetables, arrangements and schedules must be adaptable at short notice. Subject leaders and their teams will need to adapt teaching to reduce impact of Covid-19 on students' achievement.