



The King's School Development Plan 2024-27

Strategic Intent

It is our intent to develop long-term resilience in order to sustain delivery, make improvements and develop generally as a successful and ambitious school. Our overarching strategy aims to: build on our strengths, address our weaknesses, exploit our opportunities and neutralise our threats. By understanding the existing landscape, we have identified five strategic objectives:

1. Attract, develop, and retain high quality staff (teaching and support)
2. Offer a broad curriculum from 11 to 18 (academic and enrichment)
3. Exploit technology
4. Build partnerships
5. Invest in facilities.

The King's School's Development Plan looks to deliver actions to achieve the School's Strategic Intent.

The School Development Plan (SDP) is monitored through a combination of regular assessments, data collection, progress tracking and review meetings, feedback and evaluation. This monitoring involves key stakeholders, including school leaders, heads of department, teachers, and trustees. As part of the review cycle, we review information, discuss successes and challenges, and adjust the SDP as needed. The SDP is approved annually by the Board of Trustees.

By following this approach, The King's School can effectively monitor their School Development Plan and make informed decisions to support the ongoing improvement of outcomes for students.

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
			Responsible	Included	Starts	Ends		
Successfully recruit, develop, and retain high-quality teachers and support staff	Review recruitment processes and paperwork to ensure these optimise interest from potential candidates	Time	RXG/RPT	SLT	09/24	08/25	1	C&Q
	Ensure employment terms and conditions are competitive (considering financial pressures) and that the wider benefits of working at the school are clearly communicated	Time	RXG/RPT	SLT	09/24	08/27	1	C&Q
	Ensure effective induction and ongoing training for new and experienced staff	INSET Budget / Time	RPT/CXH	Line Managers	09/24	08/27	1,3,4	C&Q
	Improve tracking and monitoring systems to administer HR processes efficiently and effectively.	Time	RPT	SLT	09/24	08/27	1	Resources

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
			Responsible	Included	Starts	Ends		
Reduce teacher and support staff workload	Understand better the perception of wellbeing and workload across the staff body and, where possible, implement changes based on staff feedback.	Time	RXG/RPT	SLT	09/24	08/27	1	C&Q
	Engage with the Education Workforce Wellbeing Charter to support decision making in the school	Time	RXG/RPT	SLT	09/24	08/27	1	C&Q
Improve the students' experience in the classroom and at social times	Review the behaviour and rewards policy to ensure the graduated response is effective in dealing with escalating behaviour	Time	TGP	SLT/HOH	09/24	08/25	1,2	C&Q
	Create a clear system of linking SEND and pastoral documentation to provide a clear and consistent paper trail	Time	PEF	TGP	09/24	08/25	1,2	C&Q

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
			Responsible	Included	Starts	Ends		
	evidence of 'Assess Plan Do Review'							
	Review the management of lunchtime behaviour and develop strategies to reduce low level disruption	Time	TGP/NJT	HOH	09/24	08/25	1,2	C&Q
	Use the outcomes from student voice activities to ensure risks are minimised in any areas of the school that students perceive as less safe	Time	TGP	SLT/HOH	09/24	08/25	1,2	C&Q
Ensure that attendance is maximised for all students	Review the current systems to reduce the number of persistent absentees in order to ensure strong and effective in-school practice and to develop multiagency working	Time	TGP	HOH/PSW	09/24	08/27	2,4	C&Q

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
			Responsible	Included	Starts	Ends		
	Research and implement evidence-based practice to support students with emotionally based non-attendance	Time	TGP	HOH/PSW L/Coaches	09/24	08/27	2,4	C&Q
	To identify and learn from schools with effective practice in rewarding students with high or improving attendance and review our current system.	Time	TGP	HOH	09/24	08/27	2,4	C&Q
Adapt the curriculum to meet the needs of an increasing diverse range of student needs	Review the SEND curriculum and its structure (groups/staffing) to ensure that we maximise the effectiveness of the resources available to the school.	Time	PEF	NJT	09/24	08/27	2	C&Q
	Review the assessment and feedback policy, its implementation and	Time	NJT	HODs	09/24	08/27	2	C&Q

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
			Responsible	Included	Starts	Ends		
	the quality assurance cycle.							
	Review the way in which students are supported when making options choices for key stage 4.	Time	NJT	SLT	09/24	08/27	2,4	C&Q
	Introduce software solutions to deliver interventions with the maximum efficiency and impact (e.g. IDL)	££??	PEF	KJK	09/24	08/27	1,2	C&Q
	Explore the availability of high quality and affordable alternate provision for the most complex students	Time	PEF		09/24	08/27	2,4	C&Q
To support classroom teachers to provide a high-quality education.	To identify and learn from schools with the best practice in successful adaptive teaching.	Time	PEF	CVP/KJK	09/24	08/27	1,2,4	C&Q

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
			Responsible	Included	Starts	Ends		
	Ensure that TAs are deployed in classes with the greatest need.		PEF	DAG/NJT	09/24	08/27	1,2	C&Q
	Deliver regular, relevant, CPD to all staff who work directly with students in the classroom	INSET Budget / Time	CXH	PEF	09/24	08/27	1,2	C&Q
	Review the way that student performance data is used to drive achievement	Time	NJT	CXH	09/24	08/27	1,2,3	Data Group
Create a sustainable and enriching post 16 offer that is broad enough to meet the needs of students to enable them to be successful.	Review the range, suitability, and entry criteria of courses offered in key stage 5	Time	RJG	HOD	09/24	12/25	1,2	C&Q
	Consider alternative ways of recruiting and retaining students in the 6th Form.	Time	RJG	RPT	09/24	08/27	2,4	C&Q
	Ensure that Gatsby benchmarks are	Time	RJG	FJH / MWS	09/24	08/27	2,4	C&Q

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
			Responsible	Included	Starts	Ends		
	delivered at Key Stage 5							
	Introduce the delivery of PSHE in year 13	£10K	RJG	NJT/RPT	09/24	08/27	2	C&Q
	To develop a clear Personal Development and leadership programme for post 16 students that is embedded in the tutorial programme and is recognised and rewarded across the school	Time	RJG	HOD	09/24	08/27	2	C&Q
To ensure that technology including AI, is used effectively across the school.	School policies in place which clearly set out the expectations for students and staff	Time	NJT		09/24	08/25	1,2,3	Resources
	Provide appropriate resources, and training for staff in the use of technology to improve T&L	Time	NJT	CLW/CXH	09/24	08/27	1,2,3	Resources

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
			Responsible	Included	Starts	Ends		
	Develop 'cloud' based infrastructure and IT solutions	£100K	NJT	TWH/RPT	09/24	08/27	3	Resources
Ensure teaching is consistently of a high quality in all areas of the school.	Continue to embed the "King's Habits of Great Teaching" through half-termly Development Cycles and the development of a new lesson planning and observation form.	Time	CXH	SLT/HODs	09/24	08/26	1	C&Q
	Ongoing development of an evidence-based, collaborative PD programme that prioritises high-leverage strategies (e.g. oracy)	Time	CXH	SLT	09/24	08/27	1	C&Q
	Development of new T&L resources for recruitment packs and a new programme for the New Staff Induction Day that includes a stand-alone	Time	CXH	MFP	09/24	08/25	1	C&Q

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
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	session on teaching and learning,							
Development of a coaching culture within school in order to maximise personalised professional development.	Review and re-develop the appraisal process to allow for coaching opportunities, taking into account recommendations from the workload taskforce report.	Time	CXH	RPT	09/24	08/26	1	C&Q
	Agree a school coaching model linked to the "King's Habits of Great Teaching" and review the INSET calendar to build in coaching-specific sessions.	Time	CXH	SLT	09/24	08/26	1	C&Q
	Consider the development of a King's Leadership programme in light of the anticipated	Time	CXH	SLT	09/24	08/26	1	C&Q

Priority development (what's the problem?)	Actions (What are the solutions?)	Resources and cost	Personnel		Timescale		Strategic Intent	Monitor
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	removal of NPQ scholarship funding.							
Ensure access to expert collaboration in order to maximise opportunities for high-quality professional development.	Embed the King's-SWIFT ITT partnership.	Time	CXH	SLT	09/24	08/27	1,4	C&Q
	Increase opportunities for staff to share good practice with other outstanding schools/departments.	Time	CXH	SLT	09/24	08/27	1,4	C&Q
	Seek to establish fixed partnerships with other schools to further develop coaching opportunities.	Time	CXH	SLT	09/24	08/27	1,4	C&Q
Ensure the school is able to sustain a long-term capital maintenance programme.	Seek income generating opportunities to support the school budget.	Time	RPT	SLT	09/24	08/27	4,5	Resources
	Seek ways to improve financial processes where possible to	Time	RPT	SLT	09/24	08/27	3,5	Resources

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	allow greater time to focus on analytical reporting.							
	Enhance the regular budget monitoring and forecast reporting processes to identify areas of concern and potential savings.	Time	RPT	SLT	09/24	08/27	5	Resources
	Develop a long-term site strategy programme	Time	RPT	TWH/SOC SLT	09/24	08/27	5	Resources
Ensure the safety of the site assets from internal or external weaknesses. or threats.	Develop testing processes relating to site security, particularly IT network threats.	Time	RPT	TWH	09/24	08/27	3,5	Resources
	Review procedures for emergency procedures including fire, managed evacuation, and lockdown.	Time	RPT	SOC	09/24	08/27	5	Resources