



# Oaklands Junior School

## Strategic Plan

### 2018-23



# Oaklands Junior School

Oaklands Junior School strives to provide the highest standard of learning in an environment where children can flourish and develop, both academically and socially, within a welcoming and caring community. Our aim is to equip each child with the opportunities to develop a sense of self respect and self confidence along with a lifelong love of learning. Within a culture of celebration, every child is motivated and supported as they work towards achieving personal excellence.

Examination results show that our children achieve a high standard of academic success which is consistently above the national average. Oaklands Junior School offers a broad, balanced curriculum which is carefully planned to stimulate interest and encourage children of all abilities to reach their full potential in every aspect of school life. Learning should be an exciting experience and to this end the children are provided with many opportunities to have 'fun' whilst they are learning.

Our school is most fortunate in having excellent staff and governors, well motivated children and very supportive parents. The school is equipped with many teaching aids and resources, which enhance and support all areas of the curriculum.

We see a positive partnership between home and school as vitally important and one of mutual support, which can only benefit the children. There is a thriving Parent Teacher Association which provides a great deal of practical help for the school through its busy calendar of social and fund raising events.

Oaklands Junior School is a well established focal point in our community and shares its site with Oaklands Infant School and the Acorn Nursery Unit. Close links with the Infant school and Edgbarrow Secondary School through the Corvus Learning Trust ensure that children are well placed for their progress through the different stages of their school career.

# Vision

We aim to be the local school of choice through our unique Thinking Schools philosophy that equips children with important skills for life.

## Learning to Think – Thinking to Learn

Developing Enquiring Minds and Creative Thinkers



At Oaklands Junior School, we value our Oaklands' Mindset that permeates everything we do. Our whole school community will:

- **Challenge** self and others to reach their full potential
- Foster determination and resilience in working towards our **Ambition**
- Encourage greater confidence to achieve **Independence**
- Value **Friendship** that shows respect and compassion
- Promote happiness and motivation to succeed through **Enjoyment**
- Develop **Communication** through collaboration and co-operation

# School Aims

Oaklands Junior School is well established as a focal point of the community. It aims to uphold its reputation as a centre of learning. The school is most fortunate in having extremely supportive parents and governors, experienced and conscientious staff and a high proportion of well-motivated children. We will:

- **Provide a high quality of education which meets the needs of each child by:**
  - Delivering a broad and balanced curriculum incorporating the requirements of the National Curriculum
  - Encouraging each child to want to learn in order to reach his/her potential
  - Maintaining high standards of attainment for all our pupils
  - Preparing pupils for the next phase of their education
- **Maintain a supportive environment in which children can develop morally, spiritually, socially and physically by:**
  - Developing honesty, confidence, self reliance and self esteem
  - Fostering a tolerant and caring attitude throughout the school
  - Encouraging self discipline and responsible behaviour
  - Creating opportunities to work with partners (parents, other schools, churches, etc.) in classrooms, assemblies and off-site activities
- **Promote a learning ethos for all members of our community by:**
  - Maintaining a safe, stimulating working environment in which all members can learn
  - Encouraging all pupils, teaching and support staff, governors and parents to achieve their very best
  - Providing a programme of professional development and encouraging all adults to take part

We are a healthy school and we work to ensure that it is a happy place for children to learn and staff to work. Oaklands Junior School values all pupils and staff alike and provides all that is required for each person to develop personally, socially, physically and emotionally.

# Strategic Direction

Oaklands Junior School is a good school.

The intent of the school's governing body is that, working with the staff, parents and pupils, the school will become recognised as outstanding in its provision for pupils and will be seen as the school of choice for the wider community.

In order to achieve this vision, the governing body has created a strategic plan to identify key areas of focus, to help engage everyone in building on the sound basis that already exists, and move the school forward over the next few years.

# Strategic Plan

The strategic plan identifies a number of **focus areas** for the next 5 academic years. These areas are necessarily at a high level but they all contribute to achievement of the strategic direction set by the governing body.

Each focus area is owned and led on behalf of the governing body by one of its committees.

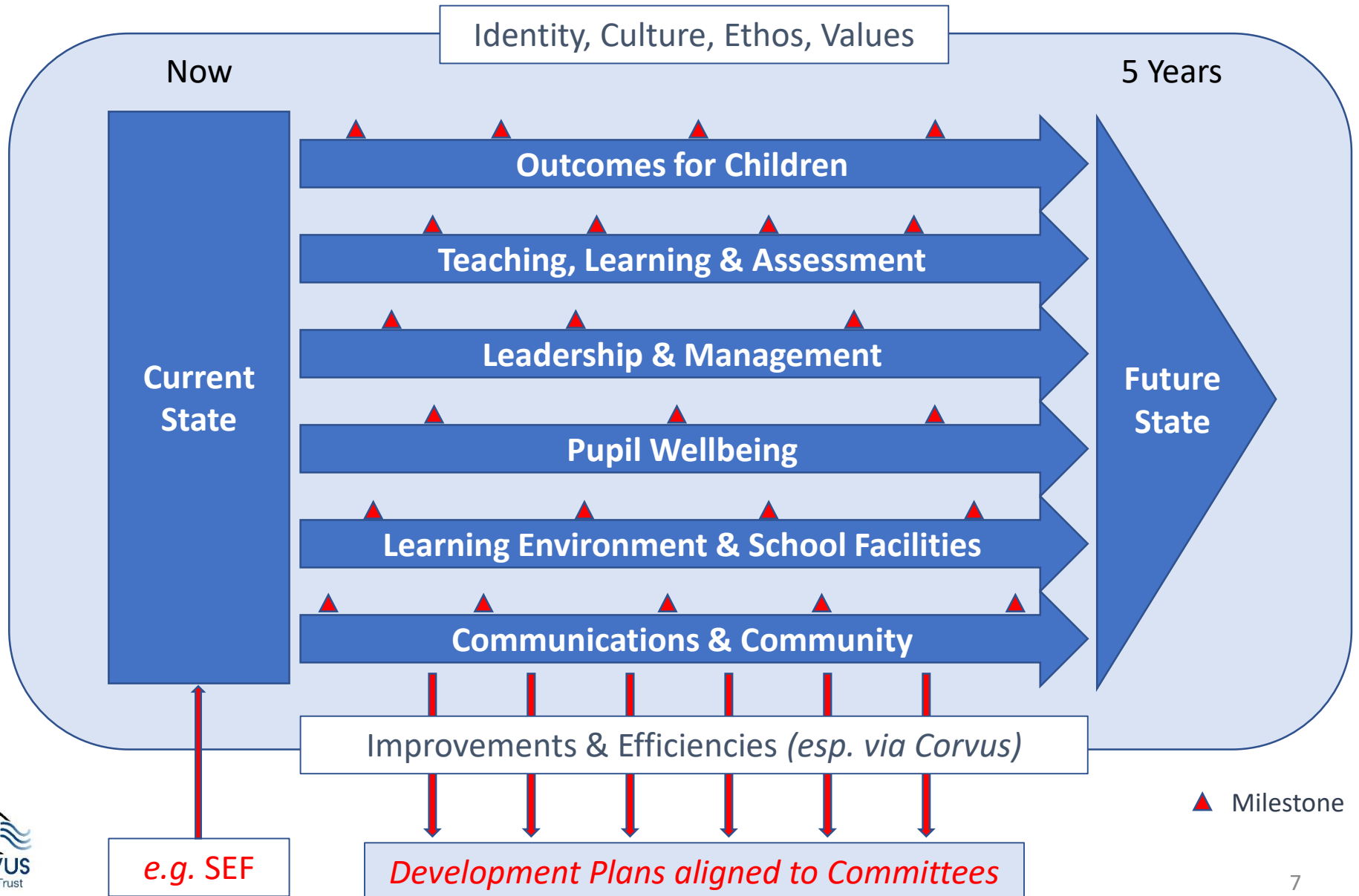
Within each focus area, and after consultation with the headteacher and senior leaders, a small number (*typically 1 to 3*) of **initiatives** are identified.

For each initiative, regular (*e.g. annual*) **milestones** are identified which state the expected progress of the initiative. These allow the governing body to compare actual progress with planned progress, and to identify where action may be required to address any deviations from plan. Wherever possible, the milestones are quantitative.

The focus areas are addressed at the operational level by detailed action plans / development plans which are created and managed by the school's leadership team. For example, plans are made at this level to meet the needs of individual year groups or pupil groups, and will typically cover a single academic year. Measurement is typically more frequent and / or more detailed at this level and will be used, as appropriate, to brief the relevant committee periodically during the year. The individual committees will be responsible for monitoring their particular areas of the strategic plan regularly and in appropriate depth at their meetings, where it will be included as a standing item on their agendas.

During the summer term, the committees will each review the progress of their respective focus areas against the milestones, in particular seeking to understand areas where progress has been met, exceeded or fallen short of expectation. The final full governing body meeting of the academic year will feature the strategic plan as a major agenda item. For this meeting, each committee will provide a short progress report and recommendations for update of the strategic plan, including proposals for how it will be extended by one year to maintain its 5-year coverage. The governing body will review the committee reports and recommendations, and will agree a revised strategic plan.

# Strategic Plan – Structure



# Strategic Plan – Initiatives

Focus Areas	Initiatives	Milestones																										
<b>Outcomes for Children</b> <i>(Curriculum Committee)</i>	<ul style="list-style-type: none"> <li>Improve average pupil progress</li> </ul>	<table border="0"> <tr> <td></td> <td>Y6</td> <td>Y5</td> <td>Y4</td> <td rowspan="5">} Measured in terms of the percentage of pupils achieving expected or better progress in core subjects of reading, writing &amp; maths in the school year</td> </tr> <tr> <td>• 2018/19 :</td> <td>87%</td> <td>86%</td> <td>82%</td> </tr> <tr> <td>• 2019/20 :</td> <td>88%</td> <td>84%</td> <td>a%</td> </tr> <tr> <td>• 2020/21 :</td> <td>86%</td> <td>(a+2)%</td> <td>b%</td> </tr> <tr> <td>• 2021/22 :</td> <td>(a+4)%</td> <td>(b+2)%</td> <td>c%</td> </tr> <tr> <td>• 2022/23 :</td> <td>(b+4)%</td> <td>(c+2)%</td> <td>d%</td> <td></td> </tr> </table>		Y6	Y5	Y4	} Measured in terms of the percentage of pupils achieving expected or better progress in core subjects of reading, writing & maths in the school year	• 2018/19 :	87%	86%	82%	• 2019/20 :	88%	84%	a%	• 2020/21 :	86%	(a+2)%	b%	• 2021/22 :	(a+4)%	(b+2)%	c%	• 2022/23 :	(b+4)%	(c+2)%	d%	
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<b>Teaching, Learning &amp; Assessment</b> <i>(Curriculum Committee)</i>	<ul style="list-style-type: none"> <li>Extend the Oaklands Assessment System to include the Oaklands Infant School</li> </ul>	<ul style="list-style-type: none"> <li>Agree approach in principle by end 2018/19</li> <li>Establish system in at least Infants Y2 by end 2019/20</li> <li>Confirm robustness of Y2 measurements by end 2020/21</li> <li>Average pupil progress for Junior School extended to include Y3 from start of 2021/22, using Y2 data as baseline</li> </ul>																										
<b>Leadership &amp; Management</b> <i>(Staffing Committee)</i>	<ul style="list-style-type: none"> <li>Academisation - Advantages from Corvus</li> <li>Thinking Schools &amp; Oaklands Mindset</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of CLT staffing policies by end of Autumn term</li> <li>Harmonisation of staff conditions of service across all CLT schools during 2018/19</li> <li>Accreditation as a Thinking School by end on 2018/19</li> <li>Change admissions policy to give priority to children of school staff in September 2020</li> </ul>																										
<b>Pupil Wellbeing</b> <i>(School &amp; Community Committee)</i>	<ul style="list-style-type: none"> <li>Safeguarding</li> <li>In-School Experience</li> <li>Pupil Voice</li> <li>Transition</li> <li>Advantages from Corvus</li> </ul>	<ul style="list-style-type: none"> <li>Corvus Safeguarding Policy</li> <li>Falling numbers of detentions &amp; Watch your steps</li> <li>Positive responses to Pupil and Leaver Questionnaires</li> <li>Streamlined procedures, joint events &amp; inter-school visits</li> <li>Share best practice &amp; policies</li> </ul>																										
<b>Learning Environment &amp; School Facilities</b> <i>(Finance &amp; Premises Committee)</i> <i>(See Strategic Building Plan for details)</i>	<ul style="list-style-type: none"> <li>Indoor Facilities</li> <li>Outdoor Facilities</li> </ul>	<ul style="list-style-type: none"> <li>Improved Y6 workspace &amp; stage sound by end 2018/19</li> <li>Improved Y4 workspace &amp; stage lighting by end 2019/20</li> <li>Improved Y3 workspace &amp; activity studio by end 2020/21</li> <li>Playground improvement by end 2021/22</li> <li>Improved road access by end 2022/23</li> </ul>																										
<b>Communications &amp; Community</b> <i>(School &amp; Community Committee)</i>	<ul style="list-style-type: none"> <li>School Website</li> <li>Parent Communication</li> <li>Links to Local Community</li> <li>PR &amp; Marketing</li> <li>Advantages from Corvus</li> </ul>	<ul style="list-style-type: none"> <li>Committee to monitor, check &amp; review and report termly</li> <li>Target of 80-100 Questionnaire returns</li> <li>Strong participation in local &amp; inter-school events</li> <li>Thinking School Accreditation. Full school capacity of 256.</li> <li>Governor collaboration within the Trust</li> </ul>																										