

**Strategic Plan
2012-2017**

***5 YEAR OVERVIEW OF MISSION
KEY VALUES AND UNDERPINNING HEADLINE STRATEGIES
REQUIRED FOR SUCCESS.***

This document is intended to set the overall direction for the school for the next 5 years. It also outlines the key values that governors and staff agree should be at the heart of how the school operates and develops.

In support of this the document further guides the key areas in which strategies and action plans need to be developed to deliver the vision and values.

1. MISSION

1.1 Introduction

Sir Henry Floyd Grammar School is a co-educational grammar school with a strong sixth form. It is committed to providing and developing a high quality, broadly based, high achievement curriculum for its students in an innovative and positive way. It is equally committed to giving opportunities for personal development and building self confidence, which we believe are key features in preparing for success in the modern world.

1.2 Our Mission

WORKING TOGETHER TO INSPIRE, CHALLENGE AND ACHIEVE

1.3 Mission Statements

Our mission statements in support of this overall mission are:

- To inspire and enable individuals to develop their capabilities to the highest possible levels.
- To provide learning experiences which are enjoyable, stimulating and challenging.
- To provide an educational experience which leads to high standards of achievement, positive personal development and the realisation of the potential to make a significant contribution to society.

2. OUR VALUES

Our values need to complement the mission and we believe that the appropriate values for Sir Henry Floyd are:

Leading and learning together by...

- Having high expectations - Academic rigour and challenge.
- Working together to learn - Mutual respect and responsibility.
- Making success the norm - Celebration of achievement.
- Including everyone - Opportunity for all.
- Valuing innovation - Keeping abreast of changes.
- Creating a friendly and inclusive culture - Valuing international mindedness and empathy.
- Engendering a diligent and effective work ethic.

3. OUR AMBITIONS

It would be appropriate to have a clear view of the overall outcomes of the mission statements, values and their key underpinning strategies.

The detailed strategies will be designed with action plans to achieve:

- Excellent standards of achievement for all students.
- A sense of reliability, responsibility and respect in all students.
- Service to the community.
- The development of the personal skills needed for success in the adult world.
- Being the Grammar school of choice in Aylesbury Vale for Year 7 entry.
- Being the first choice provider for post 16 academic education in Aylesbury Vale.

4. OUR STRATEGIES FOR SUCCESS CONTINUING FROM THE PREVIOUS STRATEGIC PLAN

Our strategies are designed to support and deliver the mission statements, values and intended outcomes in the previous strategic plan, 2005-2011, which will continue into the new plan period are listed below. In addition to the continued development of existing strategies we will pursue new strategies in the period 2012-2017 in order to achieve our ambitions to create the most successful school possible.

4.1 People and Relationships

- Excellent staff development

- Continue to build on the process of self assessment and peer review to further improve outcomes.
- Continue to support teachers in their quest towards high quality performance.
- Continue to use performance data intelligently to help identify successful practices.
- Continue to celebrate staff success regularly.
- Continue succession planning and recruitment practice in support of the mission statements, values and outcomes.
- Extend the staff mentoring scheme.
- Ensure that leadership at all levels is able to support strategic aims and objectives.
- Continue to attract and retain high performing staff.

- Encouraging student leadership

- Continue the development the inclusion of student views in the school self review process.
- Continue the support for School Council.

4.2 Curriculum and Teaching and Learning

- Stretching and challenging all students

- Accelerate GCSE and other examination programmes where appropriate.
- Create excellent Assessment for Learning.
- Develop effective delivery of a successful International Baccalaureate programme.
- Develop timetabling and curriculum strategically to maximise delivery of aims and objectives.
- Ensure that the quality of teaching supports the strategic aims and objectives.
- Continue to create opportunities for Sixth Form entry for able and committed students.
- Improve use of the Virtual Learning Environment (VLE) across the school.
- Create an environment of excellence across the subject range.
- Ensure information is used to maximise student outcomes.

- Giving students the self-belief to have high aspirations

- Continue to support and encourage teaching styles that raise self esteem.
- Continue to ensure that students are prepared to succeed in the most competitive application processes for employment and higher education.
- Provide greater challenge for all students.
- Continue to build students' understanding of how they learn.
- Build on the success of the Learning Development department.

4.3 Assets and Systems

- Continue to maximise the capability of information systems in a consistent way for tracking the progress that students make.
- Further develop the website to improve home to school and school to school links.
- Continue to build students' awareness of their potential and progress.
- Optimise the use of the school buildings to support the achievement of excellent outcomes.
- Plan medium to long term capital developments.
- Plan for a Sports Hall and multi- use games area.

4.4 Celebrating success

- Publicly and openly recognise students' achievements and contributions.

4.5 Strategic Links

- Developing partnerships where we can gain mutual benefit

- Develop a strategy for links with the local business community.
- Continue to build working relationships with higher education.
- Develop strategic partnerships that are beneficial to the school aims and objectives.
- Work with other schools to maximise benefit in order to achieve the aims and objectives of the school.

4.6 Communications

- Encouraging and valuing the role of parents/carers in the successful development of the school and the education process

- Develop an overarching communications strategy.
- Hold regular focus groups of parents to collect views on the effectiveness of our work.
- Provide opportunities for parents and students to express their views.
- Continue to ensure that all communications are consistent with the mission statements, values, and intended outcomes.
- Clarify roles and responsibilities for effective communication.
- Ensure effective use of local media.
- Develop and maximise use of electronic systems for improved communications.

The delivery of these strategies will be supported by detailed action plans contained within the school's annual Development Plan. These plans will be mindful of the resources, timing, outcomes and risks related to this strategic plan.