

1: THOUGHTS ON HAVING A VISION FOR THE SCHOOL

FACTORS THAT GO TOWARDS CREATING A VISION
PUTTING THE VISION INTO PRACTICE AND KEEPING IT ALIVE!
USE THIS DOCUMENT TO CREATE OR REFINE YOUR VISION

Starting points

- Clarity of the vision – Believing it, living it, sharing it, giving others ownership of it, publicising and marketing it. ‘What do we want to be known for?’ ‘What are we trying to do?’ ‘What will the outcome look like?’
- Is the vision explicit in all we do? In all policies and protocols? Do we have a mission statement or strap line?
- Is the vision and ethos clear in first impressions on entering our school site and buildings?
- Values and beliefs agreed together, shared by and with all
- School ethos, values, British values, present strategy, aims, tone and atmosphere – is it clear for all to see and experience on the school web site and in practice?
- Everyone being well informed – ‘need to know basis’ - excellent communication through a variety of ways
- Positive relationships and developing effective teams
- Being Professional in all we say or in our actions
- Behaviour, attendance and positive attitudes for pupils, staff, governors and parents
- Inclusion for all - in its widest sense
- High expectations set for all people, at all stages, for all purposes and levels
- Clear definitions and understanding of the educational jargon
- Consideration of cause, effect, impact and outcomes
- Short and Long term planning with ‘SMART’ concepts and principles for a joined up approach to SEF- SDP, Inspection, data analysis, Extended Schools, DfE and Local Authority advice and guidance, INSET and courses, internal routines & systems
- School site, buildings, facilities, access and security
- Context of the local community, social make up, cultural diversity
- School highly regarded in the community
- Forward thinking – take in and use the ‘global dimension’ - using new technologies

A. Curriculum and standards

- Needs of our children
- Learning environments in and out of school and exciting experiences planned for learning
- Highest standards of pedagogy
- Professional consistency and planned curriculum progression
- Pupils making a positive contribution to their learning - independence
- Pupils maximising their potential at every stage of learning, personal development and age appropriate – knowing where they are going next
- Enriched and enhanced curriculum
- Personalised and individualised learning with assessment for learning
- Celebration of success and achievement

B. Parents and Community

- Home / school partnerships – parental learning and learning with pupils
- Learning with the community
- Links and partnerships with feeder and other local schools
- Gathering the views
- Using the local resources, business, community, agencies, faith centres

C. Resources, Staffing and Finance

- Roles and responsibilities clearly defined and kept up to date
- Maximise and value staff experience, knowledge and skills in their deployment
- Rigorous performance management for all staff
- Effective, well led teams at all levels and for all aspects
- CPD linked with the School Development Plan (SDP) Key priorities and Action plans and Appraisal
- Effective budgeting linked to the SDP – needs of the school and its developments
- Health and Safety routines and systems – safeguarding
- National Curriculum – school curriculum broad and balanced
- Curriculum well resourced, resources looked after and used

D. Leadership and management, and Governance

- All fully aware of the 'big picture'. 'Where are we now?'
- Good communication with parents, effective meetings
- School Self Evaluation (SEF) cycles in place – plan / do / monitor / review
- Well informed Governing Body who play a full part in the life and work of the school – 'Who know and are known'. 'Know where we are going'
- Governors fully involved as link governors with designated lead members of staff.
- Governors having regular termly reports of quality of teaching and pupil progress with specific detail on progress of disadvantaged pupils (Pupil premium pupils, non-pupil premium pupils by age group, gender and specific groups – SEND pupils and Most Able)
- Termly reports and records from lead staff and link governors
- Regular presentations by staff on their responsibilities and curriculum areas to governors
- Effective Senior Leadership Team and middle managers working for the common good through the School Development Plan. 'How we are going to get there?'
- Meeting all the statutory responsibilities
- Efficient management of personnel, resources, purchasing, use of time, calendar and time lines, short and long term planning
- School Governors handbook – staff handbook for duty of care

E. Keeping the vision alive

- Re affirming the agreed vision at every opportunity with all comers!
- Recognise our strengths and weaknesses – be open to the delivery and receipt of the hard news! Sharing it with others – Yours and senior staff body language!
- Listen, challenge and question – 'Is it in the best interests of our school?'
- Keep up to date with – ideas, developments, being open to share possibilities
- Strategic planning 'The Big Picture' is it changing?
- Monitoring and Reviewing progress –analysis of data
- Reflection – create the time for thinking
- Identifying training needs and motivating each other

F. Next Steps

- Be mindful of the long term vision – the political dimension and climate – social media

- Influences, from internal sources, external pressures, local, national, global
- Recognise that change is an on-going process
- Consult with staff, governors and parents for effective, sustained change
- Find time to think things through, impact and consequences, before you implement
- Consider the psychology for timing of announcements, meetings, newsletters.
- Reflect and review the vision as new information, influences, ideas and opportunities become available – ‘move with the times’
- Question and challenge your own thinking – listen again to others
- Success – is everyone working together towards a common goal
- Making a difference to every child’s life

Our vision on the school web site might be short and succinct- clearly setting out our aims and plans for the future.

Developed from a presentation by Angela Malenczuk – Headteacher