

**Greenleas Strategic 5-Year Plan
For 2021 - 2026**



Excellence – Enrichment – Enjoyment

Our core values – Respect, Trust, Perseverance, Enthusiasm

Vision & Mission

Our Vision

We will inspire all members of our Greenleas Family to have a life-long love of learning.

Our children will:

- ☀️ Develop a sense of who they are and have a sense of self-worth
- ☀️ Believe that anything is possible
- ☀️ Achieve and celebrate their personal successes
- ☀️ Grow in kindness, respect, confidence, tolerance and moral values
- ☀️ Be happy

Mission

1. To provide a welcome, safe and inspiring environment which promotes wellbeing
2. To provide a broad, balanced and knowledge-rich curriculum which is delivered consistently through high quality teaching as the foundation for future success and which is externally endorsed
3. Foster strong family, school, community and wider community relationships and cultivate an environmental conscience
4. To recognise and foster the potential for success in every child
5. To nurture and develop our staff and recognise their own personal successes

How we will achieve our mission...

1: TO PROVIDE A WELCOME, SAFE AND INCLUSIVE ENVIRONMENT WHICH PROMOTES INDIVIDUAL LIBERTY

Objectives

- ☀️ To support and safeguard children in our care
- ☀️ Ensure that children feel safe and are empowered to keep themselves safe
- ☀️ To provide a respectful, caring and supportive environment
- ☀️ To provide a physical environment that is safe and well kept
- ☀️ To balance the risk to health from ongoing Public Health concerns e.g. COVID with the need for face to face education
- ☀️ To plan for the expansion of our existing sites to deliver education up to Year 6

Strategies to achieve objective

- ☀️ Ensure that children feel safe and are empowered to keep themselves safe
- ☀️ Educate children with tools and strategies to protect their own safety and that of others, and to challenge those who do not
- ☀️ A behaviour policy with high expectations
- ☀️ Good health and safety practice to ensure safe and fit for purpose buildings and grounds
- ☀️ A regularly refreshed learning environment to maintain competitive appeal
- ☀️ A regularly updated risk assessment which responds to the current Public Health advice

☀ A scoping audit and drafted plans in response to the Local Authority's Primary timeline and allocated budget.

Measured by

- ☀ Safeguarding audit to include safeguarding training for all and midyear updates
- ☀ Head Teacher and safeguarding governors' reports.
- ☀ Y4 Leavers surveys, SHEU survey
- ☀ Data from CPOMS
- ☀ Reports from/meetings with school council, PSHE lead and pastoral team
- ☀ H&S audit. Report from H&S governor.
- ☀ Asset management plan
- ☀ Learning walks to include behaviour
- ☀ High attendance; regular engagement with remote learning when required
- ☀ Successful transition of both sites to accommodate 2 additional year groups.

2. TO PROVIDE A BROAD, BALANCED AND KNOWLEDGE-RICH CURRICULUM WHICH IS DELIVERED CONSISTENTLY THROUGH HIGH QUALITY TEACHING AS THE FOUNDATION FOR FUTURE SUCCESS IN LIFE AND IS EXTERNALLY ENDORSED

Objectives

- ☀ Regain our Ofsted Grading of at least Good
- ☀ Provide varied, exciting and stimulating experiences in all subject areas
- ☀ Extend the curriculum through Years 5 and 6 as dictated by the timing of the move to 2 Tier

Strategies to achieve objective

- ☀ Lesson evaluation and performance management to ensure high standards and consistency through clearly articulated expectations
- ☀ Targeted CPD all classroom staff to build subject knowledge, refine pedagogy and keep practice current
- ☀ Keep the curriculum under regular review to ensure it responds to context and incorporates new initiatives, including early adoption of government strategies
- ☀ Recruitment of high quality staff to all school roles

Measured by

- ☀ Successful Ofsted outcome
- ☀ Robust performance management targets and outcomes shared with governors
- ☀ Link governor reports and learning walks
- ☀ High quality performances, celebrations and children's work
- ☀ External validation and support through the Local Authority and consultancy e.g. Herts for Learning

3. FOSTER STRONG FAMILY, SCHOOL, COMMUNITY AND WIDER COMMUNITY RELATIONSHIPS AND CULTIVATE AN ENVIRONMENTAL CONSCIENCE

Objectives

- ☀ Greenleas parents and carers to be actively involved in process of learning and supporting this learning
- ☀ Greenleas will provide a platform of support to school families to support children's learning and development
- ☀ Greenleas to be a visible and involved member of local schools community (LC2) and town of Linslade – Leighton Buzzard
- ☀ Greenleas to make environmental sustainability an organizational priority backed by Greener Governance as part of our holistic offer
- ☀ Governance to be an integral part of the school community

Strategies to achieve objective

- ☀ Communicate well and often, at the earliest opportunity, to parents and prospective parents and carers about curriculum, school activities, school readiness and wider school related information
- ☀ Expand communication outreach by retaining virtual communication channels to maximize connectivity to stakeholders

- ☀ Wherever possible promote the presence of parents in school for open mornings, curriculum events, celebrations, assemblies, performances and parent consultations
- ☀ Maintain our high profile within the learning community
- ☀ Governing board to adopt the four Cs approach to sustainability as outlined by the NGA so that environmental sustainability is core to our vision and values
- ☀ Continue to promote and enhance visible governance

Measured by

- ☀ Parental attendance
- ☀ Parent feedback
- ☀ HT report (including reporting in local news)
- ☀ Governor attendance at local meetings and networking
- ☀ Governor feedback from networking and training
- ☀ Web analytics
- ☀ Attendance at LC2 meetings
- ☀ Inclusion of environmental sustainability within vision and values
- ☀ Increased stakeholder awareness of governors and their role

4. TO RECOGNISE AND FOSTER THE POTENTIAL FOR SUCCESS IN EVERY CHILD

Objectives

- ☀ Celebrate learning and knowledge as its own reward
- ☀ Every child to articulate something they are proud of by the time they leave
- ☀ Every child to be appropriately challenged and supported in a timely manner
- ☀ Every teacher can demonstrate their understanding of what motivates each child in their class
- ☀ Set a leading example to the learning community of an aspirational culture
- ☀ Celebrate personal progress in every aspect of learning and development
- ☀ Greenleas children will be well rounded and resilient people
- ☀ Every child will have a healthy self-image

Strategies to achieve objective

- ☀ Growth mindset as the key to and celebration of individual steps in learning
- ☀ Empowerment of children to articulate their achievements through workbooks, powwows, pupil conferencing and link governors
- ☀ Personalised accessible learning tailored to each child within the broader national curriculum
- ☀ Creative curriculum – putting learning in context which validates its relevance and value so that children want to know more and remember more
- ☀ Inspirational teaching
- ☀ Rewards and recognition framework
- ☀ Refresh and develop our wide range of extra-curricular activities and enrichment
- ☀ Engage with our feeder schools and national educational dialogue
- ☀ Offer an enriched PSHE provision through a whole school approach to Relationships Education, Healthy Living, PE, Nurture and resilience development and Values Education, and continue with regular renewal of our Values Accreditation

Measured by

- ☀ Measured over child's full experience at Greenleas and annually, beyond the scope of data
- ☀ Year 4 Leavers' Assembly, pupil page of report
- ☀ Pupil Surveys, Parent Surveys
- ☀ Intervention maps, short term planning, half termly pupil progress meetings
- ☀ Chartermark winners, Behaviour report, High Tea, Hot Chocolate with the Head Teacher
- ☀ Link governance and learning walks
- ☀ Assembly celebrations, school newsletters, website
- ☀ Ofsted, ISDR, SIP
- ☀ Individual pupil reports, termly and year end
- ☀ Gov attendance at assemblies/celebration events

- ☀ HT report
- ☀ Quality of Education and Full Board minutes

5. TO NURTURE AND DEVELOP OUR STAFF AND RECOGNISE THEIR OWN PERSONAL SUCCESSES WHILST PROMOTING THEIR WELLBEING

Objectives

- ☀ To celebrate all achievements including outside interests and accomplishments
- ☀ To support and value all staff, and promote their wellbeing
- ☀ All staff are encouraged and empowered to progress their career
- ☀ Clear career pathways for all school staff including support staff, and succession planning for all roles including leadership roles
- ☀ To build resilience in staff through training, coaching and mentoring
- ☀ Extend relationship between staff and governors beyond the formal

Strategies to achieve objective

- ☀ School actively seeks ways to promote progression for all career paths
- ☀ Staff newsletter to celebrate and update achievements
- ☀ Systems are in place to ensure all staff have a good work-life balance
- ☀ induction for all staff - midway through year and agency supervision
- ☀ Training and CPD for all staff, as a whole school and targeted groups
- ☀ Mentoring - phase leader role, TA , all other staff
- ☀ Team building activities
- ☀ Governor drop-ins and “surgeries”

Measured by

- ☀ Clear succession planning in place for all roles
- ☀ Develop tailored training pathways for all categories of staff especially skilled support staff
- ☀ CPD and staff progression; staff churn and length of service
- ☀ Staff survey
- ☀ Ex-Greenleas staff as local leaders at other local schools
- ☀ Successful performance management
- ☀ Robust relationship between staff and governors as part of wider school