



School Development Plan (SDP)
Summary
2025 – 2026

Key Information

URN	139036
DfE Number	9194096
Local Authority	Hertfordshire
Type of School	Secondary
School Category	Academy
Age Range	11-18
Number on Roll	1122 (January 2026 census)
Headteacher	Mr David Fisher
Chair of Governors	Mrs Frances Stickley
Date of Previous Inspection	12 th -13 th March 2024 (Good)
Email	Head@KLS.herts.sch.uk

Our Motto: *Unlocking Potential for Life*

Our Mission Statement: *"We will strive to ensure the happiness of every individual in our school community by providing opportunities for growth and excellence through the education of the whole person"*

Areas to improve from Ofsted report:

- On occasions, some teachers do not make the most appropriate teaching choices. Where this is the case, pupils do not get sufficient opportunities to develop and extend their knowledge. This then limits how well they consolidate more complex knowledge. The school needs to further ensure all staff are able to implement highly effective teaching strategies consistently well.

Our Motto: *Unlocking Potential for Life*

Our Mission Statement: *"We will strive to ensure the happiness of every individual in our school community by providing opportunities for growth and excellence through the education of the whole person"*

Kings Langley School Principles

- Curriculum: We offer a rich, broad and knowledge-based curriculum.
- Pedagogy: The quality of learning and teaching is exceptional.
- Aspirations: Everyone can realise and unlock their potential.
- Conduct: We empower each other to develop our character and contribute positively to our local community and beyond.
- Community: Every person is supported to be the best they can be.
- Leadership: All of the above are underpinned by our outstanding leadership at staff and student level.

In order to achieve the above, the following school priorities are key and form the foundation of our School Development Plan linked to the themes of **belonging and positivity, ambition and innovation**, all underpinned by **consistency**.

Belonging and positivity

- To further develop the strong culture of safeguarding for the benefit of all, while developing the character and attitudes of all stakeholders.
- To ensure our curriculum, within and beyond the classroom, develops knowledge and skills which enables our students to flourish into well-rounded and positive members of society.

Ambition

- To ensure that staff demonstrate improvements throughout each academic year through a well-planned Professional Development Programme, ensuring workload and wellbeing remain a priority.
- To ensure that effective teaching techniques are embedded and consistent within classrooms so that all students, regardless of their context, achieve their full potential.
- To continue the focus on developing our Sixth Form provision to ensure an outstanding educational experience and enable all students to successfully progress into higher education, training or employment, resulting in KLSix becoming the Sixth Form of choice within the local area.

Innovation

- To monitor systems and structures enabling a streamlining of priorities and processes for greater consistency, efficiency and efficacy, allowing for smarter working and better wellbeing for all.
- To ensure we have the best possible site facilities, resources, equipment and systems to enrich and enhance the quality of education through enhanced revenue streams and improved financial sustainability.

Kings Langley School Detailed Improvement Priorities:

1. Safeguarding:

1. To maintain a culture of vigilance in which children's welfare is promoted in order to keep children safe through effective safeguarding procedures and tracking.
2. To ensure that students are protected, educated and supported to keep themselves safe online through the school's effective approach to online safety.
3. Embed a culture of positive mental health and wellbeing within our school community.

2. Curriculum and Teaching:

1. To ensure the curriculum is challenging yet accessible to all and continues to meet statutory requirements.
2. To develop students' independent learning skills through embedding staff use of Teams, SharePoint and other digital competencies.
3. To continue to develop a culture of continuous professional development by providing personalised opportunities for individual staff within our CPD framework.
4. To develop teaching and learning that ensures high expectations of and accessibility for all through the embedding of consistency in the use of the KLS teaching repertoire.
5. To ensure that students receive meaningful feedback that supports the highest levels of achievement.

3. Achievement

1. To improve outcomes for vulnerable students and narrow gaps in attainment through the precise identification of gaps and effective tracking.
2. To ensure improved outcomes for high attaining students and reduced between-subject variation in attainment/progress through the effective implementation of the Year 11 raising attainment plan.
3. To ensure that all students can successfully access the curriculum and progress to the next stage of education, employment or training through the development of literacy and numeracy skills.

4. Attendance and Behaviour:

1. To continue to strengthen positive attitudes to learning and aspirations for all groups of students across the school, reflecting the school values and emphasis on character education.
2. To promote a sense of belonging by embedding the role of the form tutor to develop positive attitudes and support engagement.
3. To maintain high rates of attendance and punctuality, especially for vulnerable students through working with families and appropriate external agencies.

5. Personal Development and Well-Being

1. To ensure that the Relationships and Sex Education curriculum reflects the school's inclusive character, ensures equality and continues to meet DfE guidelines.
2. To continue to ensure all students are appropriately prepared for future education, training or employment through enhanced use of Unifrog and maintaining 100% Gatsby benchmarking.
3. To develop student belonging, leadership and aspiration through the embedding of the house system, student colours and leadership opportunities within our school culture.
4. To ensure that students receive high quality pastoral support and character education through the effective and consistent delivery of the form time programme by form tutors.

6. Inclusion

1. To ensure that students eligible for Pupil Premium funding and students with multiple vulnerability risk factors are able to thrive and make strong progress as result of support and additional opportunities that enable them to successfully access education.
2. To ensure that students with SEND are able to thrive and make strong progress as result of support and additional opportunities that enable them to successfully access education.
3. To ensure that identified students with significant needs are able to thrive and make strong progress as result of support and additional opportunities that enable them to successfully access education.

7. Sixth Form

1. To further increase student attainment and progress at Key Stage 5, refining our provision through curriculum design and a focus on educational excellence through scholarship and academic rigour.
2. To further develop the culture of the Sixth Form through a sharpened focus on accountability and responsibility, particularly in terms of teaching and learning, to ensure that students and staff have synergy in our journey towards an outstanding Sixth Form experience.
3. To continue to increase Sixth Form recruitment, becoming the first choice for students (internal and external) through building on our reputation for academic success, pastoral support and personal preparation for post-18 aspirations.
4. To develop our support for students during Key Stage 5 to ensure equity through personalised journeys that enable all students to meet their full potential.

8. Leadership and Governance

1. To improve parental engagement through involving them in the progress and attainment of their children.
2. To continue to develop high expectations by ensuring consistency in the application of policies and procedures through effective quality assurance processes.
3. To continue to develop financial management efficiency through reviewing sustainability options with a view to improving energy and financial efficiency.
4. To enhance student engagement, mental health and wellbeing through the continued development of school facilities.
5. To ensure that student and staff wellbeing are at the centre of school decision-making, enabling staff to focus on their roles within a manageable workload.