



# **School Development Plan (SDP)**

## **Summary**

### **2023 – 2024**

## Key Information

URN	139036
DfE Number	9194096
Local Authority	Hertfordshire
Type of School	Secondary
School Category	Academy
Age Range	11-18
Number on Roll	1093
Headteacher	Mr David Fisher
Chair of Governors	Mrs Frances Stickley
Date of Previous Inspection	9 <sup>th</sup> May 2018 (Good)
Email	<a href="mailto:Head@KLS.herts.sch.uk">Head@KLS.herts.sch.uk</a>

**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 previous Ofsted report:

- Outcomes for pupils who are disadvantaged improve to match those of their peers with similar starting points.
- The level of challenge in lessons is appropriate and all staff have high expectations of what pupils can do.
- The development and monitoring of the quality of teaching in the sixth form leads to improved outcomes.

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### 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:

- 1) To further develop the strong culture of safeguarding for the benefit of all, while developing the character and attitudes of all stakeholders.
- 2) To ensure that staff demonstrate improvements throughout each academic year through a well-planned Professional Development Programme, ensuring workload and wellbeing remain a priority.
- 3) To ensure that effective teaching techniques are embedded within classrooms so that all students, regardless of their context, achieve their full potential.
- 4) 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.
- 5) To monitor systems and structures enabling a streamlining of priorities and processes for greater efficiency and efficacy, allowing for smarter working and better wellbeing for all.
- 6) To ensure we have the best possible site facilities, resources, equipment and systems to enrich and enhance the quality of education: site facilities development – Sixth Form Centre/3G Pitch; financial growth and sustainability; ICT infrastructure development.

## **Kings Langley School Detailed Improvement Priorities:**

### **Safeguarding:**

1. To ensure staff, student and parental confidence in supporting a culture of vigilance where children's welfare is promoted, and timely and appropriate action is taken when necessary.
2. To continue to establish and embed appropriate school-wide policies and procedures to handle allegations of sexual harassment, online sexual abuse and sexual violence (including sexualised language) with understanding and empathy.
3. To embed a culture of positive mental health and wellbeing in the school community where positive interactions between students and staff are encouraged.
4. To develop the school's approach to online safety to ensure that students are protected, educated and supported both in school and outside of school to help keep themselves safe online.

### **Quality of Education:**

1. To continue to review, refine and implement a progressive knowledge-based curriculum, through a brave and diverse lens, that engages and challenges all students.
2. To ensure we develop and embed a culture of focused and highly effective continuous professional development by using a bespoke approach for all staff based on subject knowledge and pedagogy for teachers.
3. To develop our stakeholders' literacy skills, including the learning and teaching of reading, oracy, vocabulary acquisition and writing.
4. To refine robust assessment systems and processes that ensure all learners receive meaningful feedback to support the highest levels of achievement and attainment.

### **Behaviour and Attitudes:**

1. To strengthen the positive attitudes to learning through the language and culture of character.
2. To maintain high rates of attendance and punctuality, ensuring that Persistent Absence (PA) is below national average for all students.
3. To consider reasonable adjustments for dealing with students, building trust and developing relationships through rehabilitation and restorative work.
4. To educate all stakeholders on equality, language and understanding of race, gender and difference to create a culture of understanding and empathy.

### **Personal Development**

1. To enrich the wider curriculum offer to give a range of opportunities that raise aspirations, nurture, develop and stretch our student interests, while identifying and addressing non-engagement.
2. To ensure students are prepared for modern Britain and have opportunities to positively contribute to their community; encouraging reflection of the curriculum through different student lenses, to build a broader understanding of citizenship.
3. To continue to review, refine and maintain a high-quality Relationships and Sex Education curriculum which reflects current guidance and local context.
4. To ensure all students are appropriately prepared for future education, training or employment and we maintain 100% Gatsby benchmarking.

### **Leadership and Management**

1. To ensure the progress of all students are at least in line with the national average and that we continue to close all gaps.
2. To continually streamline systems to maximise staff efficacy and student progress while ensuring safety, workload and wellbeing remain a priority.
3. To increase parent partnership opportunities to improve the progress and attainment of their children.
4. To recruit and retain high quality staff.

### **Finance, Resources and Physical Environment**

1. To continue to improve financial and HR management efficiency.
2. To improve our site facilities to enrich the student experience, enhance the quality of their education, while improving income streams.
3. To continue to improve the provision and promotion of healthy lifestyles.
4. To ensure the Trust complies with the revised requirements of the Academy Trust Handbook September 2023.

### **Sixth Form**

1. To further increase student attainment and progress, refining our provision through innovative curriculum design and rigorous, inclusive, high-quality teaching.
2. To further develop the culture of the Sixth Form where students and staff have synergy in the journey towards an outstanding sixth form experience where all stakeholders are accountable and responsible.
3. To continue to increase 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 deepen all students' personal development through rich and diverse opportunities which prepare them for future destinations.