



School Development Plan (SDP)
Summary
2024 – 2025

Key Information

URN	139036
DfE Number	9194096
Local Authority	Hertfordshire
Type of School	Secondary
School Category	Academy
Age Range	11-18
Number on Roll	1078 (May 2024 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:

- 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 and consistent 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 consistency, 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 through enhanced revenue streams and improved financial sustainability.
- 7) 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.

Kings Langley School Detailed Improvement Priorities:

1. Safeguarding:

1. To embed a culture of positive mental health and wellbeing where positive interactions between students and staff are encouraged, including achievement of the Mental Health Award.
2. 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 including through a guest speaker programme.

2. Quality of Education:

1. To continue to review and refine our progressive knowledge-based curriculum, through a brave and diverse lens, that engages and challenges all students and promotes cross-curricular opportunities.
2. To continue to 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; and consistency in the application of policies and procedures, ensuring high expectations of all.
3. To develop our stakeholders' literacy skills, including the learning and teaching of reading, oracy, vocabulary acquisition and writing, and numeracy skills.
4. To refine robust assessment systems and processes that ensure all learners receive meaningful feedback to support the highest levels of achievement and attainment.

3. Behaviour and Attitudes:

1. To strengthen positive attitudes to learning through the language and culture of character and equality to further develop understanding and empathy within our school community; and a review of systems, clear action plan and focus on consistency in the application of these at all levels
2. To maintain high rates of attendance and punctuality, ensuring that persistent absence is below national average for all students.
3. To further develop the role of the form tutor and ensure the consistent delivery of the form time programme to ensure that all students receive high quality support.
4. To explore the reasons for, and reduce levels of, internal truancy.

4. Personal Development

1. To ensure students are prepared for modern Britain and are encouraged to positively contribute to their community through personal development opportunities; where there is low engagement in personal development opportunities, to explore the reasons for this and improve engagement by addressing these.
2. To continue to review, refine and maintain a high-quality Relationships and Sex Education curriculum which reflects current guidance and local context.
3. To ensure all students are appropriately prepared for future education, training or employment through enhanced use of Unifrog, and maintaining 100% Gatsby benchmarking.

4. To embed the house system, student colours and student leadership within the school culture.

5. Leadership and Management

1. To ensure the progress of all students is at least in line with the national average and that we continue to close gaps in attainment by improving outcomes for vulnerable students.
2. To improve parental and community engagement, including parental engagement in the progress and attainment of their children.
3. To improve consistency in the application of policies and procedures, ensuring high expectations of all.

6. Finance, Resources and Physical Environment

1. To continue to improve financial and HR management efficiency, maximising income streams.
2. To review sustainability options with a view to improving energy efficiency.
3. To drive forward the school's 1:1 device strategy to support digital literacy and ensure that our students are future ready.

7. Sixth Form

1. To further increase student attainment and progress at Key Stage 5, refining our provision through innovative 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 continue 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.