



Curriculum/Learning & Teaching

- Review/ audit of New Curriculum inc policy to ensure consistent delivery. Incorporate 7 aspects of engagement assessment. \ from 2020)
- Review/adapt new Teacher's PM methodology including areas assessed and reported
- Continue drive on improving classroom practice / performance in Learning and Teaching. Ensure learning and teaching remains as a core strength.
- Continue to develop vocational pathways and work related learning in upper school. Regular audit against Gatsby Benchmarks.
- Review and overhaul of ARRA policy and systems in light of new curriculum and B squared assessments

Self-Evaluation/Review

- Update current self-review systems. In line with latest Ofsted standards. Including simplified SEF across each phase area. Ensure evidence files updated and consistent
- Redesign / review Website. Regular checks to ensure Ofsted compliant and content uploaded regularly from all phases
- Introduce and develop system of reviewing performance and identification of training requirements of TAs and other academy staff.
- Develop RRSA as a whole school approach, aiming for the Gold Standard.

Leadership & Management

- Continue to refine induction and mentoring policies and procedures (inc refreshers training).
- Develop and implement staff training offer for all academy staff delivered across the year. (linked to database). Review Safeguarding policies and systems. QA of external support
- Review CPOMS and introduce separate behaviour tracking and reporting system across the school.
- Review leadership structure in light of appointment of new HT. SLT roles responsibilities inc Head of finance and HR
- Review roles and areas of responsibility of therapy staff inc associated rooms/locations. Also counselling services
- Review whole school staffing structure and implementation of new pay ranges for non-teaching staff (April 19). Review and audit of Level 5 roles and responsibilities.

Partnerships/Links

- Continue to work closely with LA in develop clear SEND/ funding strategy linked directly to specific needs.
- Continue partnership work with other local special schools especially around moderation, assessment curriculum and leadership..
- SLT continue to take an active role on Strategic groups within LA and North East and Nationally
- Continue to review possibilities of setting up / being part of a MAT
- Review and develop Parent Partnerships / Parent forum both in school and as part of Redcar and Cleveland parent forum.
- Investigate possibilities in setting up traded services in locality around supporting pupils with SEND

CPD/Training

- Continue to target resources in developing staff skills and knowledge in supporting ASC /sensory / behaviour across all phases of school..
- Ensure staff / Governors / Stakeholders are kept updated and informed re new Ofsted framework (Sept 19)
- Continue with membership of Challenge partners. Ensure all SLT undertaken training and by 2020 have had opportunities to assess other school and have taken part in standards audit at KTS.
- Create database and populate with staff CPD history / qualifications etc. Ensure information updated regularly.
- Identify member of staff to undergo training o be able to deliver Makaton.
- Review roles of Staff who are trainers hold responsibility for key areas
- Support staff through PM process in accessing training and developing middle leadership roles and responsibilities.
- Review and further staff wellbeing policy and procedures inc access to counselling.

Building and Resources

- Complete refurbishment of interior of KTS3 and outside areas including external canopy
- Refurbishment of rooms and corridors in Main building and develop outside area for sensory and ASC. and 1:1 work esp. in KTS 3 and main school.
- Review longevity of KTS+ site. Inc work on feasibility study to relocate on to the main site.
- Development of outdoor learning / recreational areas at the rear of the main site
- Introduce electronic recording system to support cyclical maintenance and asset management