

St Joseph's Catholic Primary School

Strategic Plan 2017-2020

Building on our vision, mission and values

To be recognised as an excellent Catholic school



November 2018



St Joseph's Catholic Primary School – Strategic Plan for 2017-2020

Our Vision:

Together we love - Together we hope - Together we learn

Our Mission:

St Joseph's Catholic Primary School is an inclusive, vibrant, Catholic community where we enable and encourage everyone to share and nurture a love of learning and the love of Christ.

Together, we hope to inspire ourselves and each other to be the best we can and to embrace our future with confidence.

Our Aims:

Spiritually

We will encourage, nurture and develop our relationship with God, in partnership with our parish and diocesan community.

Academically

We will challenge our children, staff and the whole school community to develop a lifelong love of learning, recognising and celebrating our individual skills and talents.

Emotionally

We will help each child to develop a positive self-image and encourage them to value respect and empathise with the feelings of others.

Physically

We will celebrate the gifts, talents and achievement of each child. We will encourage them to challenge themselves in a safe, supportive environment. We will promote a healthy life at school and at home.

Socially

Through our shared Christian values, our children respect and celebrate our differences and the diversity of faith, colour and life experience. Together we will build strong relationships with home, school, parish and diocese whilst embracing an understanding of the wider world.



St Joseph's Catholic Primary School – Strategic Plan for 2017-2020

Our Values:

At St Joseph's Catholic Primary School, following the teachings of Jesus, we value:

Together we love (Pastoral Care)

- Respect – We respect each other and our differences
- Kindness – We care for each other and keep each other safe
- Responsibility – We take responsibility for our actions
- Support – We encourage, help and support each other
- Forgiveness – We always say sorry when we make a mistake

Together we hope (Religious Life)

- Prayer – We pray together and make time to share our prayers
- Faith – We make time and space for growing in faith and belief
- Celebration – We praise and thank God through our worship
- Justice – We are considerate and fair; we say sorry when we make mistakes
- Welcome – We welcome everyone of all beliefs and cultures into our school

Together we learn (Studies and Personal Formation)

- Talents – We celebrate our diversity of talents – creative, musical, sporting, academic & social
- Gifts – We are all unique people made in God's image
- Exploration – We support and encourage each other in our learning
- Environment – We care about our environment and thank God for his creation
- Attitudes – We are sensible, hard-working, polite, respectful and compassionate



Strategy focus area: Ethos

Support spiritual and moral development through Jesus to embrace the future with confidence



(KP 4 Ethos)

Behaviour and safety of pupils is a school priority

Provide an environment of openness
- Physical and emotional resilience
- Staff safeguarding training
Support for persistently absent pupils
Awareness of school safeguarding staff
A behaviour code that is linked to our Catholic values
Evidence of Safeguarding checks for all staff and volunteers



(KP 5 Ethos)

Strengthen partnerships and enrich the community

Provide opportunities to widen learning
Understand the needs of the world
Support charities
Participate in community events
Provide mutual support with other local schools
Work with the Diocese, Parish and Newman Partnership on strengthening our catholicity



(KP 6 Ethos)

Provide outstanding Catholic Education and live our Catholic values

Teach the love of Christ through all subjects
Link to British Values
Respect diversity
Provide opportunities for teamwork
Work for the common good
Love, share and learn together
Enjoy a vibrant school community
Develop spiritual and moral values
Embrace equality and fairness
Engage in the life of Christ
Develop best practice skills for life

KPIs:

Pupil behaviour
Attendance
Pupil wellbeing

Up to date Safeguarding training
Up to date single central record
Staff wellbeing

Pupil outcomes in RE
Participation with the Newman Partnership



Strategy focus area: Education

Learn without limits. Expand the horizons of every pupil by broadening their educational experience



(KP 1 Education)

Ensure and promote consistently good and outstanding teaching

Provide quality first teaching
Provide opportunities for staff to develop skills and expertise
Address the needs of all abilities
Make learning accessible and fun
Support and share best practice
Robust Performance management
Diminish differences in outcomes for all sub populations



(KP 2 Education)

Deliver a broad and balanced curriculum

Provide:
- Care and challenge
- Opportunities for pupils to make choices leading to considered and bold decisions
- Opportunities for pupils to shine
Build physical and emotional resilience
Make the most of extra-curricular activities
Provide resources that excite and promote a love of learning
Make best use of the school environment to stimulate pupil development



(KP 3 Education)

Ensure Robust systems for evaluation, monitoring and assessment

Termly pupil progress meetings between class teacher, head Teacher and SENDCO
Yearly Monitoring and evaluation cycle shared with staff and Governors
Shared moderation with partnership schools
Use of commercial tracker systems to pinpoint differences

KPIs:

Pupil outcomes -academic, spiritual and mental well-being

External awards



Strategy focus area: Sustainability

Secure the future of the school

(KP 7)

Effective use of resources

Ensure up-to-date resources
Analyse impact vs resource to continually manage finite budget
Ensure a risk management programme is in place and maintained

(KP 8)

Capitalise on best practice

Keep up-to-date through CPD and sharing best practice
Collaborate with other schools – skills and economies of scale
Provide systems to ensure financial stability

(KP 9)

Plan for the future

Develop marketing plan
Promote St Joseph's as the school of choice
Ensure budget competence
Maximise access to / use of grants
Develop succession plans
Anticipate and embrace change
Develop NP relationships

KPIs:

Pupil numbers
Benchmarking data

Value for money
Effective Budgetary Control

Use of financial and shared resources
Participation with the Newman Partnership



Why do we have a Strategic Plan?

The purpose of the SP is for governors, Head Teacher and senior leaders to debate, agree and define strategic goals for the school over a 3 year horizon. It sets expectations and context for iterative school improvement.

How we will deliver the goals of our Strategic Plan?

We will deliver the SP through the School Development Plan. This is a living document with a one year horizon. It expands on how each of the key areas of the SP will be delivered operationally. This in turn cascades down to the performance management goals set for staff.

Where will the Key Performance Indicators be defined?

Parameters for each KPI will be defined primarily by the Head Teacher and recorded in the SDP. They will be shared and agreed with governors, to ensure they are appropriate for achieving the goals of the SP. Progress towards the KPIs will be monitored by relevant governor committees.

KPIs for staff performance management will be agreed between each member of staff and the Head teacher, monitored during the year, with outcomes evaluated during staff appraisals.