

# Clarity Independent School Development Plan 2023/24.

The core headings for this plan (Feb 2023- Feb 2024) based on the school's mission and values are:

## **Leadership and management.**

- Ensure all necessary school policies are up to date and are implemented by staff to meet Independent School Standards.
- Continue the monitoring cycle of observations, work scrutinies and questioning to assess the impact of the curriculum on student learning and progress.
- Utilise quality assurance procedures to monitor that curriculum processes are being applied and maintained to a high standard.
- Evaluate the viability of an Advisory Group to provide an objective view of the quality of education and use feedback to make school improvements.



## **Building a skilled workforce.**

- Continue to use selection processes to recruit, develop and maintain a skilled workforce.
- Use staff appraisal systems to engage staff in their performance in line with school aims and objectives.
- Enhance the model of staff supervision for providing performance feedback and support.
- Use Essex Steps processes to support the application of the Behaviour Management Policy and reduce levels of challenging behaviour.



## **Communications (parents and others).**

- Increase opportunities for constructive parent consultations on school improvement.



## **Joint working with other schools and agencies.**

- Continue to develop improved channels of communications with parents, carers and external agencies.
- Continue to develop efficient parental complaint practices.



## **Safeguarding/Child Protection and Promotion of Student wellbeing.**

- Ensure all staff have the most up to date training on Statutory Guidance, role expectations, reporting procedures and types of harm to consider. Continue to be professionally curious.



## **School accommodation and resources.**

- Continue to enhance the provision of accommodation through re-design and/or new additional resources to improve each student's learning experience.

