

Newfield School – School Improvement Plan 2024-2025

Newfield School is...

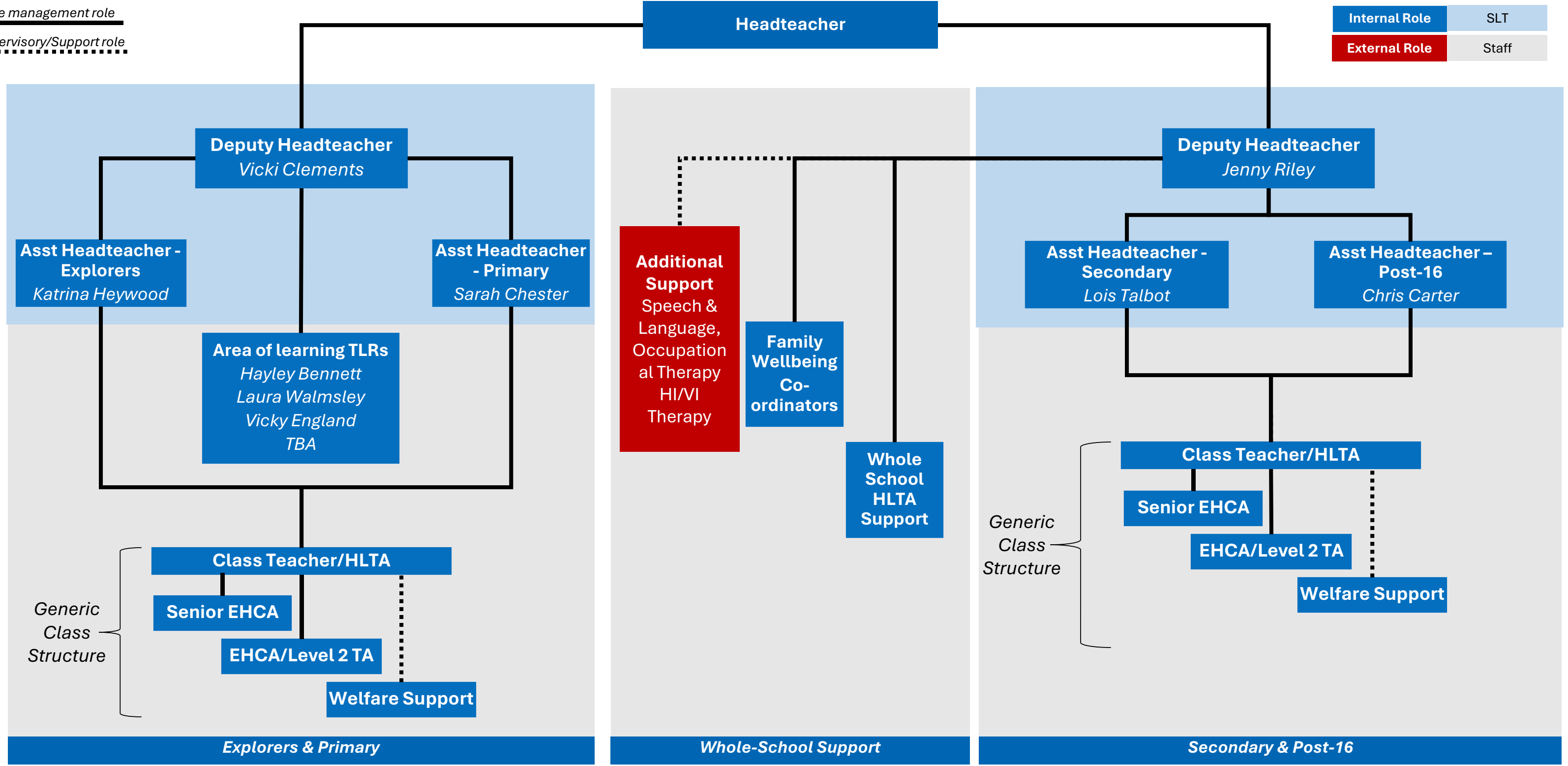
*An inspirational, safe and happy community,
empowering pupils to develop
meaningful, relevant skills for life.*

Staffing Structure 2024/25

Line management role

Supervisory/Support role

Internal Role	SLT
External Role	Staff

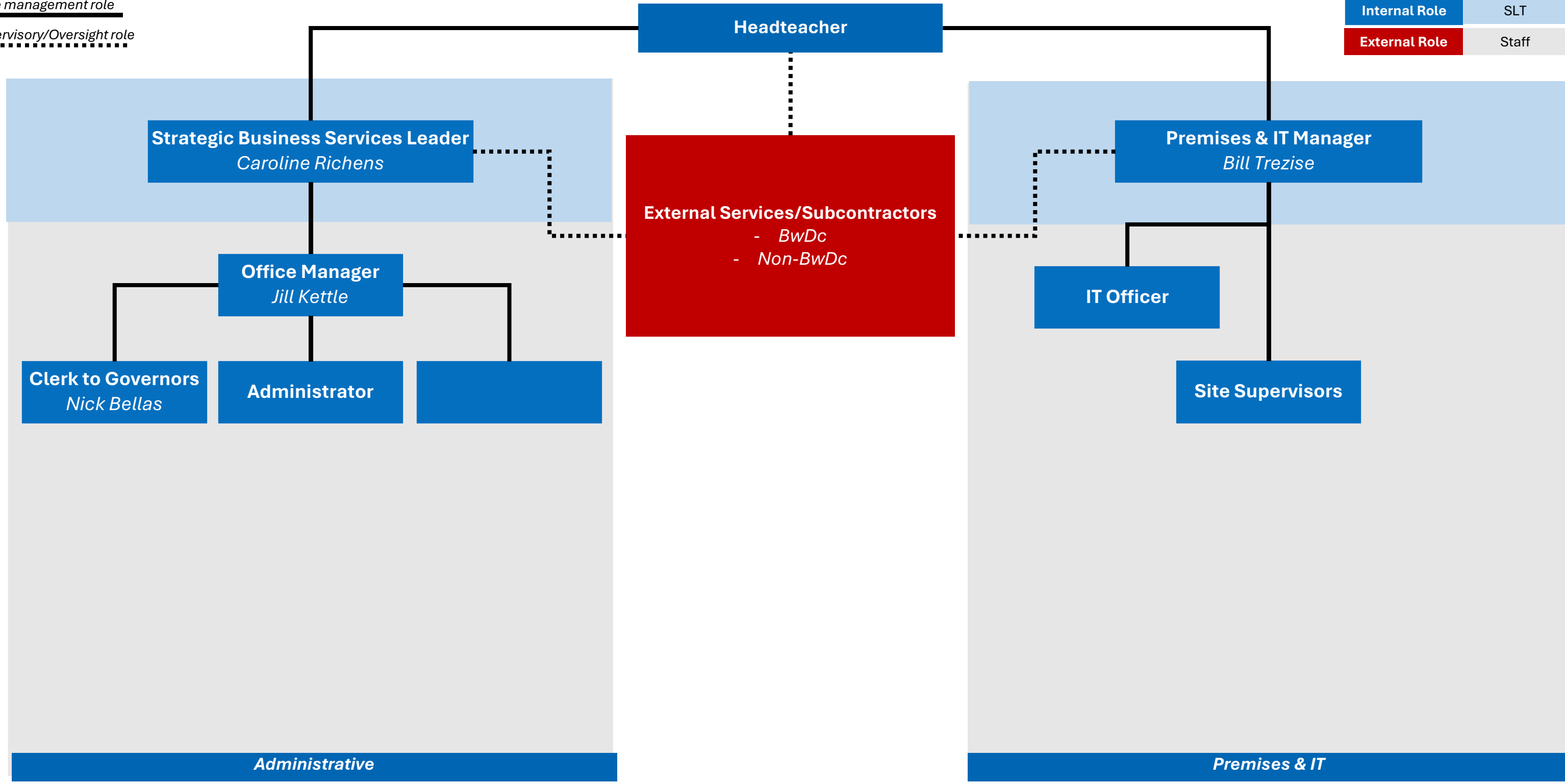


Staffing Structure 2024/25

Line management role

Supervisory/Oversight role

Internal Role	SLT
External Role	Staff



Developing Employee Engagement System : What world class organisations do...

▪ Evaluating current reality – Establishing clear systems.

The Culture at School- DEFINE VISION , understand current reality

Do we feel a connection and ability to work with colleagues?

Do we understand how and why the school needs to evolve ?

Is Staff feedback valued and facilitated

Do we feel satisfied with the school's culture as a whole?



**Employee
Engagement**



Staff Relationship with Management – Are we heard ?

Is management transparent?

Does management communicate well?

Is it clear who I can go to for support ?

Are management is aware of my workload?

Are my contributions valued by management?

Are management invested in my success?

Investment in Staff – Is this clear to all ?

Career development - if I want to progress, can I?

Do we have facilities & resources to do our job?

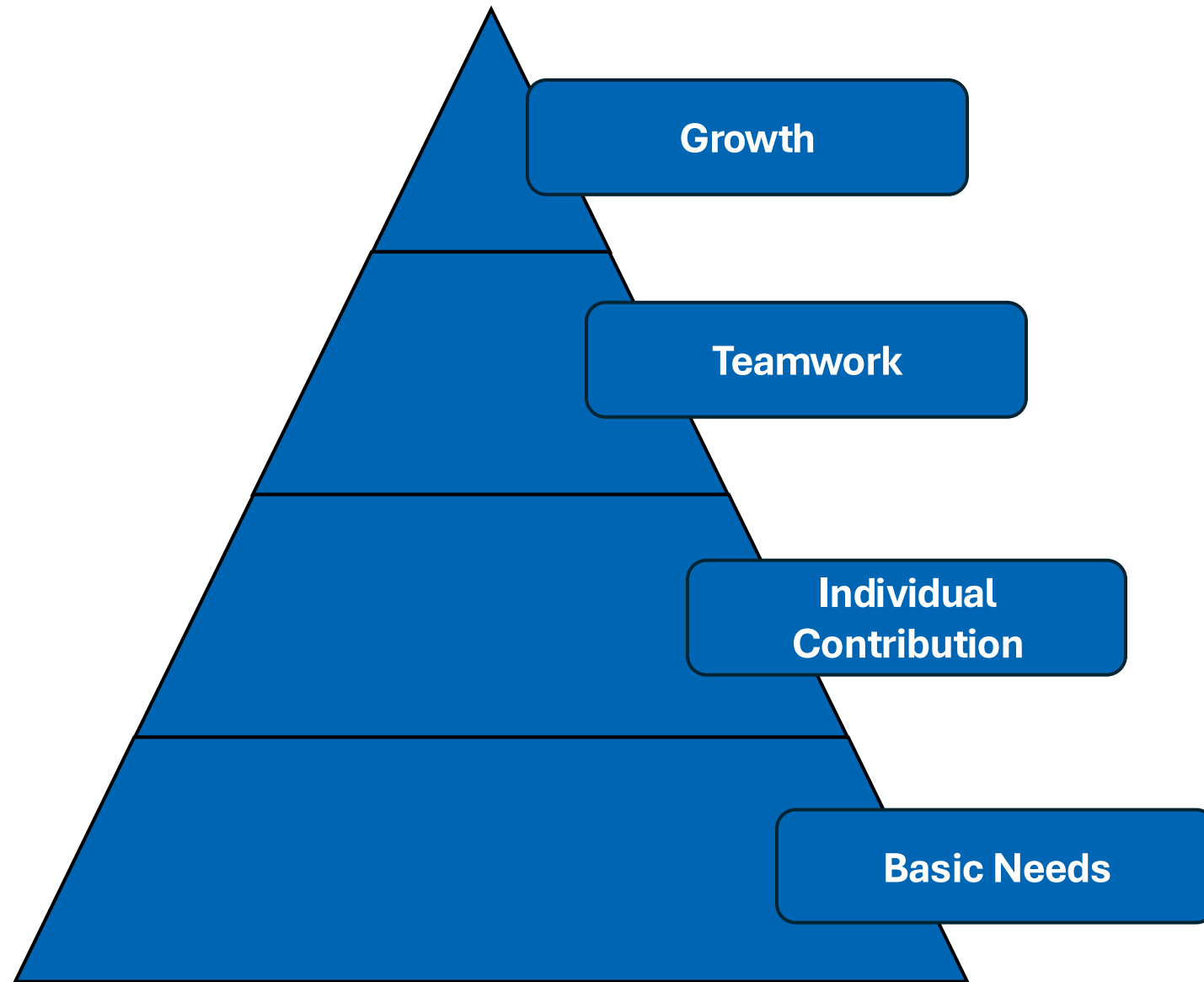
Clarity of responsibilities - do we know what we are doing/what's expected

How do I know how I am doing and how to improve ?

Can I feel positive about my role and contribution?

Consolidate and Communicate Systems : Culture Trumps Strategy.

Clarifying the culture of high expectations and standards. Doing this together.



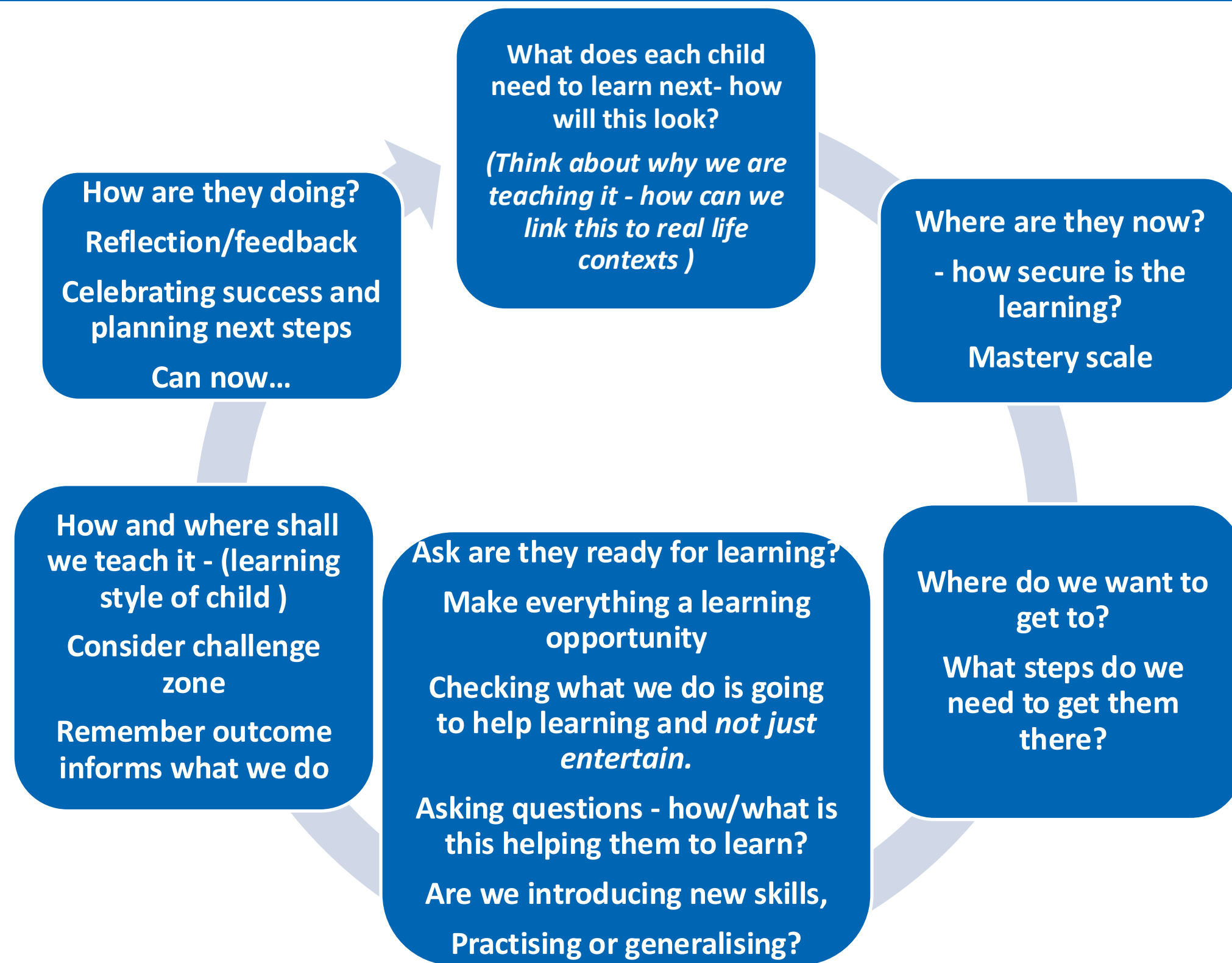
How can we do better and what is everyone's role in this ?

Am I valued and involved as a member of the team? Do I know my role within this ?

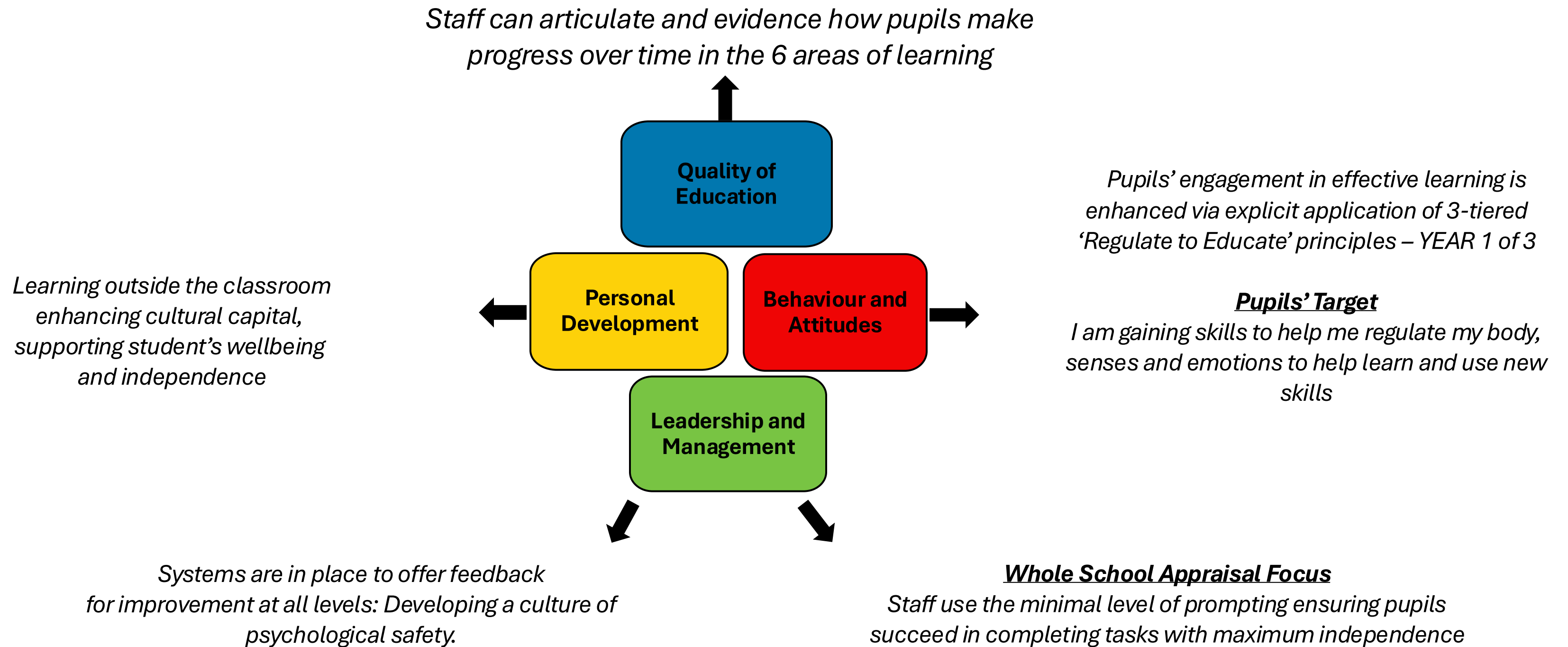
Do I know what is needed of me to do my best?

Do I have what I need to do my job?

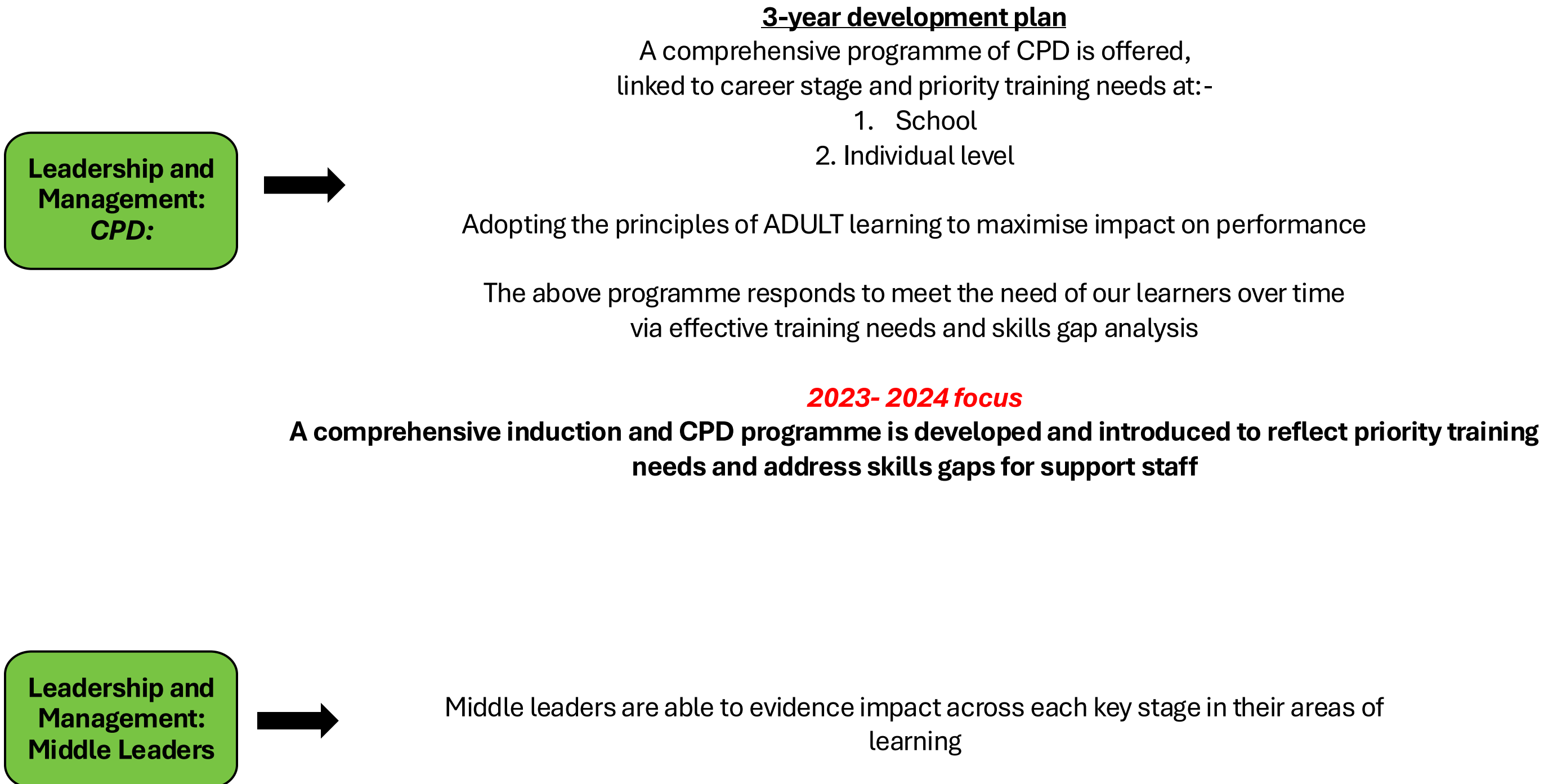
Quality First Teaching – Helping our students learn , know and remember more



Previous School Improvement Targets 2023-2024

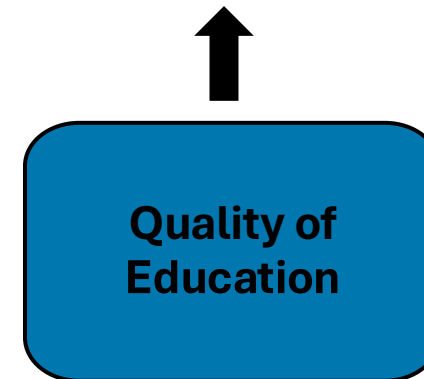


Previous School Improvement Targets 2023-2024

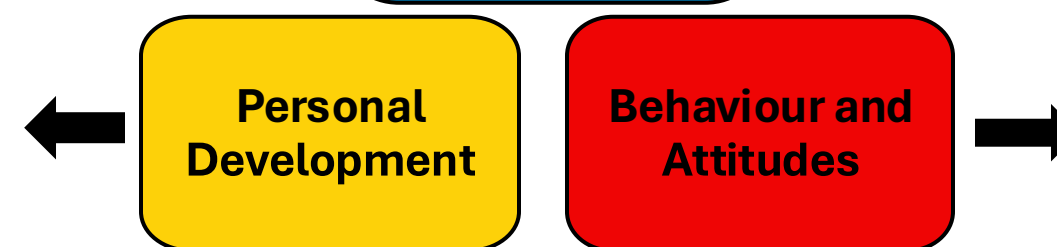


Current School Improvement Targets 2024-2025

Pupil's short-, medium- and long-term desired learning outcomes are understood and addressed with specific focus on our community and the wider world and expressive arts



Students generalise their independence, social communication and interaction skills through a range of social activities



*All staff understand and apply the principles of REGULATE to EDUCATE consistently, to support **optimal engagement for meaningful learning***

–YEAR 2 of 3

Pupil Target

I can move with maximum independence between different activities and places across the school day staying calm and focused



CPD is directly aligned to pathways and departments, optimising learning experiences and improving outcomes for all learners

Whole School Appraisal Focus :

All staff can articulate, via structured conversations, where a pupil has progressed from, and the next steps in their learning

School Improvement Targets 2024-2025 Ongoing

Leadership and Management



Ongoing Organisational Management

Middle leaders can evidence and articulate curriculum impact/progress for learners across each key-stage, accurately identifying areas for growth and development of their area

New TLR structure in place will mean this target is revisited with new appointments

Ongoing (Year 3 of 3)- linked to Employee engagement Strategy

Systems are in place to offer feedback for improvement at all levels: Developing a culture of psychological safety

2024-2025 School Culture

Improved levels of employee engagement- 'buy in' is evidenced supporting the developing culture of psychological safety and feedback for growth

2024-2025 Continuous School Improvement

*Continuous improvement in practice and accurate self- evaluation is evidenced and triangulated across all key areas
(This involves use of newly developed app and database/dashboard and aligned monitoring and evaluation schedule)*

What our children want from us

“Listen to me and learn with me,
talk with me and not about me,
take time to understand me, find out what matters to me,
smile with me and laugh with me!
Believe in me and never give up on me,
make things fun for me,
do things with me, not just for me.
Always want the best for me -
let me get stuck and help me find the answers,
show me and then leave it to me.
Always reach for the sky for me!”

***We may forget much of what is said to us
but we will never forget how you make us feel***