



SCHOOL DEVELOPMENT PLAN

2018-21

Approved by the Governing Body on 11 July 2018

School Vision and Mission Statement

To be the international Centre of Excellence in Autism education, research and professional development

School Aims

- To provide outstanding education to the students
 - To work in united partnership with the families
 - To recruit, develop and retain the best professionals
- To lead innovation and positive change in the field of Autism

School Motto

Abbot's Lea is the best specialist school in the world!

Our Code of Conduct

- Be here. Every day...
- Work hard and be nice
- Never give upon yourself or others
 - Stay positive and be happy!

EFFECTIVENESS OF LEADERSHIP AND MANAGEMENT

To be the international Centre of Excellence in Autism education, research and professional development, we will increase the leadership and management capability at all levels of the organisation

REF	OUR PRIORITIES
LM1	Governors will support the School Development Plan priorities and base all of their decisions on thorough knowledge of the school
LM2	The Leadership Team of the school will drive the vision and culture of high ambition and aspirations for the whole school community
LM3	All staff will lead innovation by embracing the culture of positive risk-taking and safe trial and error
LM4	Self-evaluation will be rigorous and accurate, leading to continual improvements across the school
LM5	Our systemic leadership will be consistent
LM6	We will develop leadership training for staff at all levels of the organisation

OUR STUDENTS

To provide outstanding education to the students

REF	OUR STRATEGIC COMMITMENT
S1	We will develop further Transition for all students
S2	We will continue to support our students' 100% Attendance at school to help them maximise their progress
S3	We will develop further our Literacy curriculum across the school
S4	We will develop further our Numeracy curriculum across the school
S5	We will embed into each classroom all recommended Therapeutic Interventions
S6	We will implement the Life Skills curriculum, including outdoor learning
S7	We will launch our Career Strategy and embed Job Coaching, Internships and Apprenticeships in our provision
S8	We will further empower all of our students to have a Voice at school, at home and in the local community

OUR FAMILIES

To work in united partnership with the families

REF	OUR STRATEGIC COMMITMENT
F1	We will continue to seek full understanding of our students' individual family stories to support them on their learning journey
F2	We will continue to proactively seek family involvement in their child's education
F3	We will offer early help to all families in crisis
F4	We will proactively support families and offer advice, guidance and training as needed
F5	We will continue to welcome families' praise and their concerns, responding swiftly to any potential complaints
F6	We will see families as key stakeholders who can help us make Abbot's Lea School the best specialist school in the world!

OUR TEAM

To recruit, develop and retain the best professionals

REF	OUR STRATEGIC COMMITMENT
T1	We will become a Disability Confident Employer
T2	We will translate our collective passion for learning into a firm commitment to being a Learning and Research Organisation
T3	We will develop Competency Framework and support all staff to meet the requirements for each job role
T4	We will enhance further our Continuous Professional Development programme for all staff
T5	We will develop a system of employee recognition, rewards and benefits
T6	We will develop workforce planning and succession for the future

OUR AUTISM RESEARCH AND DEVELOPMENT

To lead innovation and positive change in the field of Autism

REF	OUR STRATEGIC COMMITMENT
A1	We will lead Autism innovation from within the school's classrooms!
A2	We will develop links with local, regional, national and international Autism organisations to learn with and from the best
A3	We will use NAS Framework to enhance our Autism expertise
A4	We will use SCERTS Model across the school to enhance Social Communication, Emotional Regulation and Transaction Support
A5	We will engage with Higher Education sector to lead research and enhance knowledge about Autism
A6	We will develop Traded Service provision to share our expertise beyond Abbot's Lea School and to use funding from this to re-invest into our staff' development

OUR RESOURCES

To use the resources available for the greatest benefit of the school

REF	OUR STRATEGIC COMMITMENT
R1	We will design a long term 5-year budget plan to help with strategic leadership of the school
R2	We will develop lettings potential to maximise income and increase public participation in ALS's operation
R3	We will continue to invest into our ICT infrastructure and working practices to make learning and working here a joy!
R4	We will continue to invest into upgrading the facilities , including cyclical maintenance of the site
R5	We will enhance our vehicle fleet , adding to it and replacing outdated vehicles
R6	We will implement our Outdoor Learning Project