



SCHOOL DEVELOPMENT PLAN

2022-24

Our school vision and mission statement

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

Our Philosophy of Education: The ASD Model

At our school, we focus equally on:

- **A** - academic progress
- **S** – specialist therapeutic support
- **D** – development of life skills

Our school motto

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

Our code of conduct: Golden Rules

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

OUR LEADERSHIP AND MANAGEMENT

REF	KEY STRATEGIC OBJECTIVES
LM1	<p>We will review, revive and re-launch our school’s vision, including:</p> <ul style="list-style-type: none"> - Our Philosophy of Education: The ASD Model ©, - Our Code of Conduct: The Golden Rules © <p>The development of ALS Pledges © to students, families and staff as our key stakeholders</p>
LM2	<p>We will innovate, driving the standards of all that we do, and regularly review and improve our policies and procedures in light of:</p> <ul style="list-style-type: none"> - any lessons learnt, - the needs of our school community, - any changing legislation and statutory guidance - any related research-based inquiry - external projects, practice review and assessment of our specialism by: <ul style="list-style-type: none"> • School Improvement Partner (SIP) • Department for Education Partner (DfE) • National Autistic Society Adviser (NAS) • Any others engaged with the school over time
LM3	<p>We will work to improve our external evaluation by Ofsted, so that the next monitoring visit and/or inspection shows at least Good rating, in order to maintain, and where needed, improve, our professional reputation, as viewed through such external lens. Particular focus will be on meeting the two recommendations from Ofsted 2021 inspection:</p> <ul style="list-style-type: none"> - Diversify accredited learning on offer to KS4 and KS5 students - Unite the team so that all staff members feel supported and able to be on board with the vision, as well as the policies and practices of the school.
LM4	<p>We will actively engage in appraising our options related to national and local agenda, including (but not limited to):</p> <ul style="list-style-type: none"> - Academisation - SEND Sufficiency - Designation, size and accommodation of Abbot’s Lea School - Rising costs of living and school operation
KPI	<p>Abbot’s Lea School is financially stable, clear about its operation, going from strength to strength, as supported by the feedback from a range of internal (students, families and staff) and external stakeholders, internal audits, self-evaluation and a range of inspections.</p>

OUR STUDENTS

REF	KEY STRATEGIC OBJECTIVES
S1	<p>We will ensure that students attend well and are engaged in school-based learning</p> <ul style="list-style-type: none"> - We will re-launch expectations of 100% attendance - We will launch a Support Hub to help those who struggle with school attendance and engagement in school-based learning - We will work closely with the Local Authority and associated agencies where the internal school strategies do not bring about positive change in attendance and engagement in school-based learning
KPI	We will demonstrate – year on year - improved attendance at school and engagement in class-based learning across all groups
S2	<p>We will maximise opportunities for our students’ academic excellence and exposure to cultural capital through:</p> <ul style="list-style-type: none"> - ensuring that every student is stretched in their academic learning - ensuring that every student is offered culture education that maximises their independence, autonomy and self-determination, as well as a sense of belonging (local, national and global) - those in KS4 and KS5 engaging in Options and have their learning accredited to the highest level possible for them at any one time, including, where possible, in partnership with mainstream schools offering courses at GCSE level - broadening further our Supported Internship offer
KPI	We will demonstrate, through annual reports and case studies, enhanced progress and achievement across all groups
S3	<p>We will ensure that our students’ complex needs are understood well and that they are supported by their class teams and multi-disciplinary experts to reach their full potential:</p> <ul style="list-style-type: none"> - At a universal level – through high expectations and consistently high quality holistic teaching and class-based support and enhanced accredited learning in KS4 and KS5 - At targeted level – through consistent embedding of the advice given by the Multi-disciplinary team (MDT), including: <ul style="list-style-type: none"> • Positive Behaviour Support Leader (PBSL) and Assistants (PBSA) • Child Psychotherapist (CP) • Speech and Language Therapist (SALT) • Occupational Therapist (OT) - At specialist level – through discreet, time-bound therapeutic support by the team specified above
KPI	We will demonstrate reduction in high level crisis behaviours including restrictive physical interventions (RPI)

OUR TEAM

REF	OUR STRATEGIC OBJECTIVES
T1	<p>We will ensure that every staff member, regardless of their role, has a sound knowledge of how to best support our school and applies that knowledge consistently to drive positive change, with the specific expectations for:</p> <ul style="list-style-type: none"> • our Leadership Team to lead systemically as well as through building strong, trusting relationships • our Teaching and Learning team to consistently apply high academic curriculum subject expertise, and promoting new knowledge and its retrieval for the students of all abilities • our Multi-Disciplinary Team to ensure that students' additional therapeutic support needs are identified, assessed, planned for and monitored for impact, through universal, targeted and specialist support • our School Business Support team to provide outstanding customer service to internal and external stakeholders, ensure statutory and legal compliance and offer competent and timely specialist technical support to the school community
KPI	We will demonstrate clear accountability for standards of our work across the wide range of school's functions
T2	<p>We will support our team with maintaining a healthy work-life balance and mental health, including personal and professional resilience. We will do this through:</p> <ul style="list-style-type: none"> - Supportive school ethos and good working relationships at all levels of the organisation - Introduction of the clinical supervision for all staff - Using themes arising from the supervision and any other feedback to support staff' wellbeing and operational practice - Focus on "burnout" as a real problem in a teaching/school profession - Advice and support for the staff' mental health related to the impact of the current economic climate
KPI	We will see improved staff' morale and metrics related to attendance (note: Covid) and retention
T3	<p>We will review our organisational structure, including Leadership Team, to ensure that we have:</p> <ul style="list-style-type: none"> - Recruitment strategy - Retention strategy - Succession planning - Continuity planning - Scheme of delegation, accountability and external stakeholder engagement - Internal career progression route map - CPD programme - Affordable structure for the future
KPI	We will operate within our means, whilst optimising our team's strength now and the future, recruiting and retaining effective practitioners.

OUR RESOURCES

REF	OUR STRATEGIC OBJECTIVES
R1	We will manage the budget allocated to the school in a way that is responsible and helps support this School Development Plan
KPI	Internal budget monitoring and external scrutiny shows balanced budget compliant with SBVS, with the feedback from Committees and Seeing is Believing sessions demonstrating money being spent in a way that helps the school realise its vision.
R2	We will continue to enhance all internal and external spaces on site: <ul style="list-style-type: none"> - We will launch a PBS Hub space - We will update classroom and quiet room facilities - We will optimise use of spaces in The House - We will develop further playground and grounds to facilitate outdoor learning - We will invest in ICT
KPI	ALS campus will continue evolving in line with the needs of its operation, creating high quality spaces for learning, work and community participation
R3	We will continue to actively engage in investigating more suitable spaces for ALS' operation, so that all students – present and future – have state-of-the-art school to enjoy
KPI	We will explore all LCC and non-LCC development options and appraise each of them fully, objectively and transparently, before consulting with our community on the best way to provide excellent learning environment to our students.

Ratified by the Governing Body of Abbot's Lea School

6 July 2022