



Dene Magna's School Development Plan 2021-2022



For the coming year, we need to focus on our core values and 'tweak' areas that ensure there is no loss of quality in a time of change. As a school, we are looking at how COVID has affected our aims and we will be working hard on that. You will see evidence of this in our curriculum section. Departments use data and feedback to focus in on specific areas bespoke to them. These form our SIPs.

Our aim

Step 1: The leading aim of Dene Magna School is that 'each and every learner shall achieve their maximum potential and enjoy the process'



Our challenge

Step 2 1. Work as hard as I can to gain the very best qualifications. 2. Learn from people of different cultures and from different countries. 3. Use this knowledge to be the best version of me I can. 4. Come back to the Forest of Dean to pass this on to future generations.



Our principles

Step 3: There are core principles that all staff at Dene Magna work to (2001) which are vital in Dene Magna remaining the very best learning environment:

1. All staff have a professional duty to be the best we can
2. All staff have a professional duty to help support the development and improvement of others
3. The development of a reflective, collaborative culture is essential for driving continued development to the highest levels



Step 4: To ensure that these things happen, we as staff will work to ensure that:

1. All lessons are well planned and allow students to be appropriately challenged.
2. Staff notice students and continue to raise their aspirations and encourage excellent attendance.
3. Regular, high quality feedback is given and acted on to allow students to make rapid progress.
4. Disadvantaged students are a constant focus (led by the PP Lead) and all teachers act to ensure the gap diminishes
5. Any student not on track to make at least expected progress is supported to improve so that they can achieve their targets.
6. All staff members work together in a spirit of continued professional development and use RPP and other CPD opportunities linked to school priorities.
7. There is genuine co-construction in the learning journey that ensures relationships between staff, students, home and the wider community are the best they can be.
8. A sustainable financial future is maintained to allow continued growth in all areas.
9. Staff act as role models in their learning and behaviours to foster the best relationships.
10. Staff understand their safeguarding role so that all members of the Dene Magna Community are safe and thriving.



Step 5: Our responsibility to you as staff is:

1. To strive to create the right balance between challenge and pressure
2. To listen to ideas/concerns in the appropriate forums to create solutions
3. To provide you with the relevant opportunities to continue your learning journeys
4. To support your mental/spiritual well being through a variety of planned strategies



Step 6: Each department/house will narrow in to problem solve bespoke issues they have in the following areas:

- 1. Solving a bespoke problem with student progress in the department/house**
- 2. Solving a bespoke problem to ensure high quality assessment in that department**
- 3. Solving a bespoke problem to develop and deliver the very best curriculum**
- 4. Evidence informed work on continuing our teaching and learning journey**
- 5. Evidence informed work on how each house can improve attendance, progress averages and ATL averages for the students in their house**

This will be done via the use of A3's to problem solve specific areas in each of the above that, according to our data, affect that department or house.