

Ladysmith Federation

LADYSMITH FEDERATION:

GOVERNORS' STRATEGIC PLAN 2017 – 2022

This plan sets out how we aim to achieve the Federation [‘Vision for Every Child’](#), focused around the ethos of Ambition, Adventure, Achievement.

SUMMARY

Ambition

- Improve outdoor learning opportunities for all children (within next year)
- Business development to increase income of the Federation (within three years)

Adventure

- Maximise opportunities to share expertise, ideas and resources (within next year)
- Improve, enrich and enhance children’s play experiences (within next year)
- Maintain and develop strong links between the schools, parents and the local community (over next five years)

Achievement

- Ensure gaps in achievement are recognised, investigated and addressed (over next five years)

Date: July 2017 | Next review: June 2018

Ambition  Adventure  Achievement

Ladysmith Federation

PLAN DETAIL

Ladysmith Federation's Vision for Every Child

1. Ambition

- 1.1 To develop self-motivated, ambitious, independent, caring and happy children
- 1.2 To provide a rich and exciting curriculum which engages and motivates
- 1.3 Everyone has the ambition to be as good as they can be in all aspects of their learning
- 1.4 To promote an active and healthy lifestyle with good mental wellbeing and an understanding of how to stay safe

2. Adventure

- 2.1 Provide enrichment opportunities for all which challenge, capture curiosity and develop imagination
- 2.2 Provide opportunities for children to discover and develop their unique interests and talents
- 2.3 We help children to understand our rapidly changing world
- 2.4 We embrace and value diversity within our own community and beyond

3. Achievement

- 3.1 We recognise and celebrate achievement in all its forms
- 3.2 We have high expectations in everything we do
- 3.3 We do everything we can to ensure that every child is successful
- 3.4 We provide a secure supportive environment in which children can achieve their full potential

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Turning the vision into strategy and delivery

Ambition

- Improve outdoor learning opportunities for all children (within next year)

This element relates to vision objectives 1.1, 1.2, 1.4, 2.1, 2.2, 2.3 and 3.4. Governors believe children benefit from learning outside the conventional classroom setting. Building on the existing positive experiences with Forest Schools within the Federation, we aim to see development of these schools within the next year. Additionally, use of the school grounds in general is encouraged (especially when the Junior School grounds are complete following building work). *Success measure*: increase in number of hours taught outside classroom setting by Sept 2018.

- Business development to increase income of the Federation (within three years)

Governors recognise maintained schools operate in difficult financial times. To that end, we expect the Federation to develop a business culture in order to generate income and deliver the vision objectives. This could be by making efficiency savings, sharing resources and reducing duplication across the Federation, by developing Business Manager roles or by streamlining operations. Similarly, reviewing operation of the kitchens and catering management, considering re-establishing a breakfast club, reviewing grounds and site management, developing the available space for community use, and developing the nursery school. *Success measure*: Federation schools are operating budget surplus by Sept 2020.

Adventure

- Maximise opportunities to share expertise, ideas and resources (within three years)

This element relates to vision objectives 2.1, 2.2 and 2.3 but can be related to all objectives. Governors aim for closer working across the Federation, in all aspects of school life. This can include professional development (e.g. CPD of teachers through spending time in their 'opposite' Federation school either temporarily or permanently), sharing practices across the curriculum, and ensuring join up on safeguarding and SEND issues. Additionally, we would like to see further development of collaboration within the River Exe Learning Partnership, such as the pooling of resources for difficult issues common to more than one school. *Success measure*: strong evidence of collaborative working within and beyond the Federation by Sept 2020.

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- Improve, enrich and enhance children's play experiences (within next year)

This element relates to vision objectives 1.1, 1.4, 2.1 and 2.2. Governors recognise the importance of play for children's health and wellbeing, as well as the learning opportunities it brings. We acknowledge the steps made with the Play Strategy and wish to see it fully implemented and introduced across the Federation. Within three years, we aim to achieve OPAL Platinum Standard. This includes: a site plan for both schools; MLTs becoming play team members; establishing play co-ordinators in post; and weaving the ethos of the Play Strategy into the fabric of the school. *Success measure:* Federation schools incorporate implementation of the strategy into Improvement Plans (September 2017) and begin working towards OPAL Platinum Standard with the intention of achieving this by September 2020.

- Maintain and develop strong links between the schools, parents and the local community (over next five years)

This element relates to vision objectives 2.4 and 3.4. Governors are keen to see the Federation become yet further embedded in the local community which it serves, and for parents to feel fully involved in their children's learning experience and school life. Possible mechanisms to meet this element might include review and refinement of the recently established Children, Parents & Teachers Together (CPTT) group; enhanced parent surveys with clear outcomes; enhanced links with the wider community; review and refinement of website information; development of social media to disseminate information; proactively ensuring the governing body reflects the local community and the social and ethnic diversity of the schools; and considering parent forums or parent representatives. Related to this, the governing body is expected to appraise itself regularly to ensure that the skills required by the body are held by governors, and that succession planning is in place so that skills gaps are minimised. *Success measure:* metrics of satisfaction with the school improve amongst parents and wider community over the period to 2022. Governing body includes community representatives and reflects social / ethnic diversity of the schools.

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Achievement

- Ensure gaps in achievement are recognised, investigated and addressed (over next five years)

This element relates to objectives 3.1, 3.2, and 3.3. Governors believe all children within the Federation deserve to fulfil their potential and achieve success. We will support the Head Teachers and their staff in helping the children to meet these goals. Partly this is recognising where groups of children or individuals, such as those with special educational needs or disabilities, require additional assistance. Where recognised, there needs to be understanding

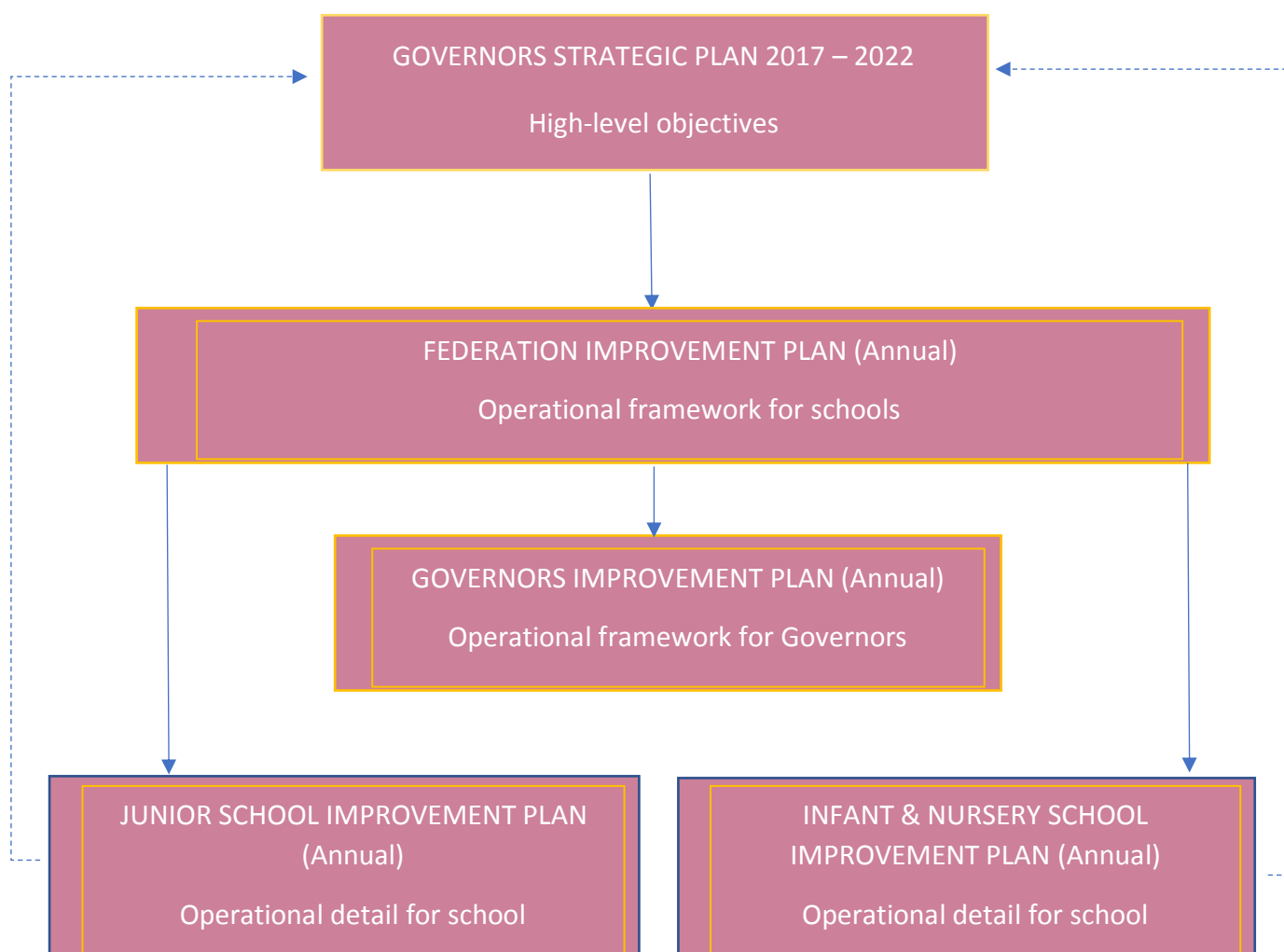
of root causes and design of appropriate and innovative interventions. Federation and School Improvement Plans should outline such measures, and Governors should be able to hold Head Teachers accountable through developing a deep understanding of nominated performance areas. *Success measure*: improvement in trends of groups of children showing significant gaps between Federation achievement and national / local comparators, by 2020.

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LADYSMITH FEDERATION VISION: SCHEMATIC PLAN



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Ambition Adventure Achievement