

Thomas Adams School & Sixth Form: School Strategy and Development Plan 2022-2023 - Summary

Prologue: Thomas Adams is an excellent **community** comprehensive school where the needs of each child are paramount. **Academic** rigour is valued by all, and the classroom focus is on engagement, challenge, and achievement. **Success** at all levels is celebrated, underpinned by a strong pastoral system and parental support, aiming to maximise the full potential of every student by developing **resilience** and **respect**. A wide range of enrichment activities enhance the broad curriculum and students thrive within this programme. Integral to the above, Thomas Adams has a valued, committed and highly qualified staff.

Our strategic plan seeks to build on our strong sense of belonging, recognising our position in the wider community, as a significant local employer, a large secondary school, and a key contributor to life in the town and surrounding area. Situated in a 30-acre site, our school, sixth form and boarding house are constantly being upgraded to improve the learning environment and utilise the school's assets in the most beneficial way

We pride ourselves on the abilities of our staff, our knowledge of each individual, the excellence we aim for in the classroom and the breadth of experience outside it, Governors, school leaders, staff and students have all contributed to the vision of the school.

Outstanding Education and care that will allow every young person to reach their potential, regardless of their starting point: Life Opportunities.

Values

Respect: we expect everyone in our school community to respect each other, being polite and considerate, and to look after our school environment at all times.

Resilience: we expect everyone in our school community to always try their best, facing life at school with an open mind and a determination to make the most of every opportunity.

Success: we expect everyone in our school community, regardless of starting points, to experience and celebrate success through hard work, courage, and perseverance.

	3 Year Strategic Objectives	Metric	Assessment (Annual)
1	To ensure excellent learning and teaching through a consistent approach, supported by the Trust expectations and an improved approach to quality assurance.	Teaching is effectively personalised for all learners in line with the Teachers' Standards	Termly reviews
2	The entire school community engages in furthering a safe, calm, and positive learning environment, with excellent attitudes to learning that enable students to develop into responsible, respectful, confident, independent, and resilient young people. The character of the student body is demonstrated through students taking on responsibility as role models, student leaders and through student voice.	Proportion of pupils engaged with Leadership positions. Distribution of positive rewards. Reduction in exclusion.	Termly and annual reviews
3	To inspire an enjoyment of learning across key stages 3, 4 and 5, in order to prepare students for their next steps. Through the embedding of the curriculum intent and implementation we strive to achieve ambitious outcomes and destinations for all pupils.	Destination data. Retention of pupils through the transition points. Student voice. Key data Indicators.	Termly and annual reviews
4	To ensure that Adams House is an inclusive family environment where all pupils can prosper and develop over time. Key focus on retention and recruitment.	Numbers on roll Retention through the transition points	Termly Reviews
5	To ensure that the provision at Thomas Adams Sixth Form is of the highest quality and meets the needs of our student body Key focus on retention and recruitment.	Numbers on Roll L3VA indicator Destinations	Termly reviews

Priority	Key Area	Main Foci
Priority 1: Quality of Education	Review the curriculum in order to develop a logical sequence of learning through key stages three, four and five, by defining and embedding the curriculum intent and implementation. To develop a consistent approach to teaching and learning, through the Trust expectations and an agreed approach to quality assurance	<p>1.1 To complete and implement our work on building from Curriculum Intent to Curriculum Implementation. Develop Assessment practice across the school to enhance learning and progress.</p> <p>1.2 Outcomes (impact) Unvalidated</p> <p>1.3 Teaching and learning strengthen the culture and ethos of evidence informed pedagogy</p>
Priority 2: Personal Development, Behaviour	Create a safe, calm, and positive learning environment, with excellent attitudes to learning that enable students to develop into responsible, independent, respectful, resilient young adults.	<p>2.1 Continued improvement of attendance</p> <p>2.2 Embed consistent self-regulating, high standards of behaviour in our students (Active citizenship).</p> <p>2.3 Ensure safeguarding remains effective through building a culture of safeguarding. (T)</p>

		<p>2.4 Personal development of all pupils</p> <p>2.5 To further develop wider student leadership capacity and Student Voice in decision-making</p> <p>2.6 Broaden the students' experiences beyond life in Wem. To promote tolerance, equality, and diversity.</p>
Priority 3: Leadership and Management	To develop the skill and experience of all leaders in the team – middle leader, senior leaders, governors, trustees – in order to generate the ability to sustain school improvement in every part of school life	<p>3.1 Embed the culture of the school to create awareness of accountability and responsibility. To develop greater ambition in our ethos through expectations of our students and of ourselves.</p> <p>3.2 To ensure staff well-being is a priority that is consistently considered in decision-making.</p> <p>3.3 To improve learning and teaching through leaders in all areas and at all levels.</p> <p>3.4 Infrastructural development.</p> <p>3.5 Integrating sixth form and Adams House more closely into school life.</p>
Sixth Form		<p>4.1 Teaching and Learning in the sixth form are consistently high quality</p> <p>4.2 Monitor the effectiveness of the 6th forms extra and super curricular provision</p> <p>4.3 Review Sixth Form Curriculum and Sixth Form subject entry requirements and admissions policy</p> <p>4.4 Marketing of Sixth Form to increase number of pupils on roll.</p>
Overall Effectiveness		<p>5.1 KPIs (Key Performance Indicators) – Attendance, PA, Outcomes – P8, A8, DA Gap, Gender Gap, APS, Ave grade, sub-group performance. Staff absence, staff turnover</p> <p>5.2 To continue with the smooth transition into the 3-18 Trust (post Covid). Ensuring effectiveness and efficiencies are achieved. Extending collaboration and sharing of resources and ideas.</p> <p>5.3 Staff morale remains high, and staff are informed and engaged with the development of Thomas Adams.</p> <p>5.4 Develop a marketing strategy to ensure recruitment targets are met for School, Sixth Form and Boarding</p>