

Grove School 3 Year strategic plan, 2024 – 2027

Our school vision:

Enjoy, learn, achieve

Our aim is to develop character, critical thinking and leadership skills in every child.

Our aim is to find out and nurture the talent of each child as they journey through our school.

Education is not only about what takes place in school but is about preparing children for life in the 21st century.

OBJECTIVES		2024/25	2025/26	2026/27
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<p>Strategic priority 1</p> <p>Teaching and Learning</p> <p>To maintain and sustain the passion for learning and teaching of both pupils and staff so that all pupils are prepared for life in the 21st century.</p>	<p>ACTIONS</p>	<p>Teachers and Teaching Assistants leading on The Grove Bank to visit Beacon School (Beacon Bank). Establish The Grove Bank. Select pupils from Year 5 to lead the Grove Bank. Implement The Grove Bank. Evaluate the impact of The Grove Bank at the end of the academic year.</p> <p>Phase 2 of the Information Technology infrastructure project – Begin to move data to a cloud based system and improve the cyber security</p> <p>Best practice is identified, modelled and shared. Open classrooms and the use of teaching videos of Grove teachers are the basis for continued professional development of all teachers and teaching assistants.</p> <p>Maths Mastery – Developing</p> <p>Mastering Number (EYFS/KS1)</p> <p>SKTM for assistant head teachers</p> <p>Identify areas for development in EYFS through the Peer Review with Birmingham Education Partnership.</p> <p>Explore the feasibility of opening Grove Nursery for 2 year olds.</p> <p>Begin to work with the University of Birmingham to offer 2 student teacher placements for the trainee teachers.</p>	<p>Refine The Grove Bank. Pupils in Year 6 who led The Grove Bank in Year 5 to train new pupil leaders of The Grove Bank.</p> <p>Phase 3 of the Information Technology infrastructure project – Improve the technology that staff and children are using in the classrooms.</p> <p>Best practice is identified, modelled and shared. Open classrooms and the use of teaching videos of Grove teachers are the basis for continued professional development of all teachers and teaching assistants.</p> <p>Maths Mastery – Embedding</p> <p>Mastering Number (KS2)</p> <p>SKTM for year group leaders</p> <p>Use outcomes from EYFS Peer Review with Birmingham Education Partnership to improve areas for development.</p> <p>Possible inclusion of 2 year olds in Grove Nursery.</p> <p>Continue to work with the University of Birmingham to offer student teacher placements for the trainee teachers.</p>	<p>The Grove Bank is established.</p> <p>Phase 4 of the Information Technology infrastructure project – Update and improve CCTV.</p> <p>Best practice is identified, modelled and shared. Open classrooms and the use of teaching videos of Grove teachers are the basis for continued professional development of all teachers and teaching assistants.</p> <p>Maths Mastery – Sustaining</p> <p>SKTM for class teachers</p> <p>Grove is recognised as a centre of excellence for EYFS.</p>
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	OUTCOMES	Every pupil leaves Grove exceptionally well-prepared for the next stages of education.	Every pupil leaves Grove exceptionally well-prepared for the next stages of education.	Every pupil leaves Grove exceptionally well-prepared for the next stages of education.

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<p>Strategic priority 2</p> <p>Leadership</p> <p>Active leadership from all staff and pupils at Grove.</p> <p>Embed a culture that everyone understands they have a leadership role to play in the school, and that they feel empowered within their area of remit to make a difference.</p> <p>Performance management is highly effective in developing potential leaders as well as maintaining high performance standards.</p>	ACTIONS	<p>Recruitment of curriculum leaders who are coached and mentored by experienced leaders in the first year they are in post.</p> <p>Expand and develop the leadership roles for pupils in school to include a Health and Safety Squad.</p> <p>Establish a pupil leadership team for core subjects. Define their role. Train and mentor the pupil leadership team. Implement the pupil leadership team. Evaluate the impact of the pupil leadership team.</p> <p>Sustainability Eco Warriors team made up of children across all age ranges to be established. The Eco Warriors team to work to help the school achieve a greater contribution to recycling, reducing waste and saving energy. https://www.gov.uk/government/publications/sustainability-and-climate-change-strategy/sustainability-and-climate-change-a-strategy-for-the-education-and-childrens-services-systems</p> <p>Curriculum leaders monitor and review the impact of their curriculum area every term. They are supported in their leadership development by the Head Teacher and Deputy Head Teachers.</p>	<p>Continue to expand and develop the leadership roles for staff in school and in the local community.</p> <p>Continue to expand and develop the leadership roles for pupils in school and in the local community.</p> <p>Establish a pupil leadership team for foundation subjects. Refine the role of the pupil leadership team. Continue to evaluate the role of the pupil leadership team.</p> <p>Establish Eco Warriors team made up of children across all age ranges to be established. The Eco Warriors team to work towards reusing water and encouraging nature</p> <p>Curriculum leaders monitor and review the impact of their curriculum area every term. They are supported in their leadership development by the Assistant Head Teachers and teachers with UPS.</p>	<p>Continue to expand and develop the leadership roles for staff in school and in the local community.</p> <p>Continue to expand and develop the leadership roles for pupils in school and in the local community.</p> <p>The Eco Warriors team to investigate the feasibility of more eco-friendly energy sources.</p> <p>Curriculum leaders monitor and review the impact of their curriculum area every term. They are supported in their leadership development by the Assistant Head Teachers and teachers with UPS.</p>

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	OUTCOMES	<p>All pupils demonstrate leadership skills in an area of school life.</p> <p>All staff at Grove have an area of expertise which they demonstrate leadership in.</p>	<p>All pupils demonstrate leadership skills in an area of school life.</p> <p>All staff at Grove have an area of expertise which they demonstrate leadership in.</p>	<p>All pupils demonstrate leadership skills in an area of school life.</p> <p>All staff at Grove have an area of expertise which they demonstrate leadership in.</p>

<p>Strategic priority 3</p> <p>Whole school community well-being.</p> <p>To support and develop the physical, social and emotional well-being of the whole school community.</p>	<p style="text-align: center;">ACTIONS</p> <p>Launch My Happy Mind for all pupils. Evaluate the impact of this programme through pupil voice. Apply for the silver My Happy Mind award.</p> <p>Grove are part of an Attendance Hub. Utilize this source of information to implement incentives and programmes to improve attendance.</p> <p>Expand and develop the role of Attendance Ambassadors.</p> <p>Develop a first aid after school club for all year groups. Year 5 and children to help with first aid in lower school (to be supervised by staff). Develop a curriculum for first aid. All children in Years 5 and 6 to be trained by external providers to deliver first aid.</p> <p>Parents invited to tasting sessions at the end of a food technology project in the food technology room.</p> <p>Implement Beacon School's parenting support programme for target parents.</p> <p>Leaders to film children reporting on the curriculum throughout school to add to the curriculum page of the school's website.</p> <p>Leaders to record children reading stories to be shared during story time in other year groups.</p>	<p>Continuation of My Happy Minds programme.</p> <p>Pupils to run workshops for parents on delivering first aid.</p> <p>A food technology club led by parent volunteers using school grown produce.</p> <p>Launch The Grove Radio Station. Parents to be invited into school at 3:10pm to hear The Grove Radio before picking their children up from school.</p>	<p>Open the Grove Café with a Grove Cookery Book.</p> <p>Continuation of The Grove Radio.</p>
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	OUTCOMES	<p>Every pupil feels safe at school and knows how to keep themselves safe from harm in the area they live.</p> <p>Pupils have high levels of emotional literacy.</p> <p>Pupil attendance is at the national level.</p> <p>Staff well-being is carefully considered when making strategic decisions.</p> <p>The school offers support for parents which has a positive impact on the attendance, achievement and well-being of their children.</p>	<p>Every pupil feels safe at school and knows how to keep themselves safe from harm in the area they live.</p> <p>Pupils have high levels of emotional literacy.</p> <p>Pupil attendance is at the national level.</p> <p>Staff well-being is carefully considered when making strategic decisions.</p> <p>The school offers support for parents which has a positive impact on the attendance, achievement and well-being of their children.</p>	<p>Every pupil feels safe at school and knows how to keep themselves safe from harm in the area they live.</p> <p>Pupils have high levels of emotional literacy.</p> <p>Pupil attendance is at the national level.</p> <p>Staff well-being is carefully considered when making strategic decisions.</p> <p>The school offers support for parents which has a positive impact on the attendance, achievement and well-being of their children.</p>