



Millfields  
Community  
School

2016

-

2020

*Millfields ensures every child is engaged and set up for success. At Millfields we love to learn.*

**Strategic  
Plan**

## 1. DEVELOPING OUR STRATEGIC PLAN

### 1.1 Executive Summary

Our strategic plan describes the broad direction of travel, extending over a period of 4 years, from 2016-2020. It sets out the school's vision, values and long-term strategic priorities. It is aimed both internally (children, staff and governors) – and externally (parents, Hackney Learning Trust, Ofsted and other community). Details of implementation are in the School Development Plan (SDP). This ensures the school continues to attain the highest levels of pupil safety and wellbeing. It looks to innovate in the education of British liberal values, in the empowerment of pupil voice and in the collective appreciation of spiritual and ethical traditions.

During this time, Millfields Community School (Millfields) aims to be Ofsted 'Outstanding', achieving at least 'Good' in all areas. The school aims for levels of excellence outside and beyond Ofsted criteria, to achieve high standards in academic, creative and sporting areas.

### 1.2 How We Developed Our Plan

The governing body developed this plan incorporating feedback from staff, parents and the school children, starting from an initial Governors Away Day (2nd September 2014). The plan was reviewed, refreshed and sent for approval on May 2016.

### 1.3 Background

The school is currently judged as a good school, with outstanding features. At Millfields we aim for everyone to be part of a happy working community where we have high expectations of behaviour to encourage learning. The school re-gained the Unicef Rights Respecting level 2 status in June 2013 and also holds the Healthy Schools, Quality in Extended Schools and Quality in Study Support Awards.

## 2 Vision and Values

### 2.1 Our Vision

To create an environment where children enjoy learning and become independent learners, creative and critical thinkers and active community members. This delivers solid foundations for success so that every child is encouraged to perform to the very best of their ability and achieve their full potential, moving on to secondary school having had a positive and enjoyable experience. At Millfields we love to learn.

### 2.3 Our Values

We work in partnership with parents and other key stakeholders to ensure that all children are set up to be successful and happy citizens. We expect everyone to be responsible for themselves and others.

- Children in Millfields have enthusiasm for education - they *Love to Learn*.
- Our teachers are exceptional
- We value people who share and participate in the community at Millfields.
- We create a sense of security and belonging; valuing people, their rights and intrinsic value.
- We value and encourage children to express themselves appropriately.
- We create exceptional memories.
- We inspire children to want to always perform to the best of their ability.
- We pro-actively recognise and celebrate achievement.

### 3 OUR SIX STRATEGIC PRIORITIES

#### 3.1 We will embed the new national curriculum, with key skills at the core, enriched by visits and experiences to enable pupils to perform well against national benchmarks to ensure:

Our educational experiences allow individuals to reach their academic potential and acquire core skills:

1. Success is recognised and celebrated, and pupils have exceptional memories of their time here.
2. All teaching staff have ownership of the new curriculum, its delivery and are able to deliver core subjects with the creativity and passion.
3. Teachers and children meet the national benchmarks and expectations.
4. Ensure pupils are assessed effectively and this assessment is meaningful for teachers, parents and children and to match it to target setting, marking and feedback and progress monitoring.
5. Teachers will raise expectations in line with and beyond curriculum guidelines through detailed planning, formative assessment and rigorous moderation.
6. Themes such as maths week, speaking and listening week and 'no pen' days live alongside WOW trips and visits by outside practitioners.
7. We will continue to find ways to support these creative activities whilst maintaining a rigorous core curriculum recognising that discipline and creativity are mutual facets in a child's education.
8. Through Article 12 Group (School Council) and parents and pupils feedback we review and revise the learning experiences within and beyond the curriculum

#### 3.2 We will promote health and well being

We will extend our learning beyond core curriculum subjects - including music, arts, PE, science, humanities, languages and outdoor learning so we achieve:

1. We develop rounded, healthy confident and informed individuals.
2. We will invest in students, particularly re: Sports Premium Grant.
3. To improve PE and Games provision at Millfields to develop a love of sport and physical activity
4. To broaden the opportunity to get involved, including an increase in pupils engaging in competitive sports including entering a wide range of competitions at all levels.
5. We will maintain our commitment to being an inclusive, diverse, rights respecting community.

#### 3.3 We will find more 'space' to play and maximise space and opportunity for play and creativity.

We nurture an environment where children want to attend school where the process of education is creative and enjoyable at every level:

1. We continue to find ways to make the most of the physical space that we have access to reflect all aspects of the ethos of Millfields.
2. We will continue to work with the PSA to raise money to develop the playground to make a creative learning space.
3. We want all children to love to come to school and love to learn we will find opportunities to deliver extended curricula activities/after school clubs based around subjects which appeal to them
4. We will also maintain, and develop the creative curricula beyond the core subjects and extend into lunch clubs, after school clubs, wow trips etc.

### **3.4 We will develop excellent teaching.**

We recognise the central role our teachers play in delivering our vision, therefore we will encourage participation for staff in initiatives and developments that will enhance their own Continuing Professional Development to deliver a community underpinned by respect:

1. We ensure that staff continue to develop their skills and knowledge.
2. We will encourage creative teaching and learning experiences within the classroom.
3. We will encourage our support staff to become fully professionalised
4. We will invest in relevant qualifications to improve standards.

### **4.5 We will have an effective management structure and development.**

We will continue to have a management and governance structure that is fit for purpose:

1. We nurture our body of staff, managers and governors and constantly look to develop skills in delivery, feedback and assessment
2. We will have a clear structure within the school with a clear sense of line management for all staff and that all management roles are clearly identified.
3. We will ensure that there is a strong senior management team and effective succession plans
4. We are able to prepare and actively participate in any discussions about governance of the school e.g. academisation or other initiatives
5. We are in control of our destiny

### **4.6 We will maintain and create successful partnerships.**

As members of Millfields, everyone knows their rights and their responsibility to the school, and the local, national community:

1. We will continue to be an influential participant in the community (local and national including: Hackney Teaching School Alliance – **HTSA**).
2. We reach out beyond Millfields to positively affect our neighbouring colleagues
3. We are a strategic leader in the HTSA.
4. We lead best practice in engaging with our wider stakeholders
5. We are known as a place of excellence within the local, regional and national education environment