



Millfields
Community
School

2014 -
2019

Millfields ensures every child is engaged and set up for success. Each child DARES to give and be their best. At Millfields we love to learn.

**5 Year
Strategic Plan**

1. DEVELOPING OUR STRATEGIC PLAN

1.1 Overview

Our strategic plan is a high level long-term plan, extending over a period of 5 years, from 2014-2019. It sets out the school's vision, values and long-term strategic priorities. It is aimed at the school's key stakeholders - children and their parents, staff, governors, Hackney Learning Trust, Ofsted and other stakeholders. This strategic plan is complemented by the School Development Plan (SDP), which provides the detail that sits behind this strategy.

1.2 How We Developed Our Plan

This plan was developed by the governing body working with staff, parents and the school children, as follows:

- An initial Away Day was held on 2nd September 2014, attended by governors. The focus of this event was on team building, the development of the vision and beliefs of the school.
- A working group of governors in consultation with the Head

The development of the plan involved inputs from: Governors, Headteacher, Ofsted (Feedback from the inspection of November 2012) and SIP Reports. It was agreed that the plan would be finalised and presented for approval at the next Governing Body meeting on 24 November 2014, so there was a springboard to move to Outstanding.

Next Steps:

- The Headteacher incorporate this direction into the SDP

1.3 Background

Millfields Road School began its educational journey in 1895, and in 2009, Jane Betsworth a veteran of the school, took the tiller and the school is currently judged as a good school, with outstanding features. Jane describes her vision as creating an environment where 'We love to learn; A community that enjoys learning and exceeds expectations'. At Millfields Community School we aim for everyone to see themselves as part of a happy ~~working~~ community 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

1.4 Ofsted Rating History and Context

Inspection	Nov 2012	Dec 2010	Oct 2009	Sept 2006	Nov 2001	Oct 1998
Rating	Good	Satisfactory	Notice to Improve	Outstanding	Good	Inadequate

In the inspection of November 2012, Ofsted noted that to improve further, the school needed to improve the quality of teaching from good to outstanding, by:

- ensuring pupils use and apply what they have learnt in mathematics in real-life situations.
- providing pupils of above average ability with work makes them think, especially in mathematics
- build on pupils' existing skills in mathematics to help them to make even faster progress.

2 VISION, MOTTO AND VALUES

2.1 Our Vision

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

2.2 Our Mission

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.

2.3 Our Values

Children leave Millfields Community School having assimilated enthusiasm to learn: A Millfields' child gives their best because they *Love to Learn*, and display the following values.

- Respect for the rights of all
- Responsibility for self and others
- Willingness to share and drive to succeed
- Has a sense of security and belonging
- Participate in the community at Millfields
- Celebrates success of all kinds
- Believes in themselves and know their own intrinsic value
- Is willing and able to express an opinion in an appropriate manner

2.4 Our Guiding Principles

1. We work in partnership with parents and other key stakeholders to ensure that all children are set up to be successful and happy citizens.
2. We inspire children to want to always perform to the best of their ability.
3. All children leave with a positive experience of education and exceptional memories of Millfields.
4. We pro-actively recognise and celebrate achievement.
5. Our leadership is effective and inspiring.
6. Our teaching standards are exceptional.
7. Millfields is fully engaged within the local community.
8. We are 'school of choice' for people looking to work within the education sector in East London.

3 OUR SIX STRATEGIC PRIORITIES

1. Embed the new national curriculum, with key skills at the core, enriched by visits and experiences.

We ensure the education experienced here produces individuals who reach their academic potential and acquire core skills. Success is recognised and celebrated, and pupils have exceptional memories of their time at Millfields.

Ensure that all staff have ownership of the new curriculum delivery and feel able to deliver core subjects with the creativity and passion that make Millfields a place where we love to learn.

Ensure that teachers and children meet the expectations of the new requirement of levels in assessment. Teachers will raise expectations in line with and beyond curriculum guidelines through detailed planning, formative assessment and rigorous moderation.

Develop assessment without levels (needs explaining) to be meaningful for teachers, parents and children and to match it to target setting, marking and feedback and progress monitoring.

1. As part of our intention that all children love to come to school and love to learn we find opportunities to focus resources on extended curricula activities and after school clubs based around subjects which appeal to children e.g. sports, the arts, outdoor pursuits and languages.
2. Themes such as maths week, speaking and listening week and no pen days live alongside WOW trips and visits by outside practitioners.
3. We will continue to find ways to support these creative activities whilst maintaining a rigorous core curriculum on the understanding that discipline and creativity are mutual facets in a child's education.
4. Through Article 12 Group (School Council) and parents and pupils feedback we review and revise the learning experiences within and beyond the curriculum

Measured by Millfields is in the top quintile in all areas

2. 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.

Measured through School Metrics (e.g. SDP, SIP and PM and PPM and T&L profile data)

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 will also maintain, and develop the creative curricula that surround the core subjects (not sure what this means in plain English!) and extend into lunch clubs, after school clubs, wow trips etc.

Measured by student voice surveys and well-being data.

4. We will strengthen and clarify the management structure.

We nurture our body of staff, managers and governors who are constantly looking to develop skills in delivery, feedback and assessment

1. We will clarify management structures within the school such that there is clear sense of line management for all staff and that all management roles are clearly identified.
2. We will ensure that there is a strong senior management team and effective succession plans

Measured by Millfields being in the top quintile in all areas

5. Extend Staff Development

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. Our support staff will transition to becoming fully professionalised investing in relevant qualifications to improve standards.

Measured by Millfields having a high performing teaching and support staff profile

6. Maintain and Create Partnerships.

As members of Millfields, everyone knows their rights and their responsibility to the school, and the local, national and global community. We will continue to be an influential participant in the Local Community, Borough (including: Hackney Teaching School Alliance – HTSA), Regional and National Levels.

Measured through:

1. Further develop and enhance role within HTSA .
2. We lead on Newly Qualified Teacher programmes.
3. We implement the Good to Outstanding programme, including the Governance strand.
4. We implement IRIS connect (online CPD).
5. Our being a global school in Unicef.