

HCC Detailed Development Plan 19-20, with INTENTIONS: June 2019



Our Mission Statement

'Success for All'

Our Vision

Everyone at HCC believes in themselves and their potential to succeed because they are empowered to develop their own solutions and shape their own futures.

Our Values

Respect for learning
Respect for each other
Respect for the environment

NB: Objectives apply to all Key Stages. As a College we understand that early action usually results in greater impact. REMEMBER SIXTH FORM

1. Improving the quality of learning
1.a. Raise student aspiration by instilling a culture of high expectations in our community
Positive discrimination (Disadvantaged, SEND, LPA, M and MA) to lead to a narrowing of the gap.
Cultural Capital (spec. groups above)
Opportunities for most / more able
KS3 focus - Awe and wonder
Build Independent learners
Enhance careers package
1.b Pastoral culture
Further improve staff/student “positive” relationships in college
Embed the “Mental Health Policy” and increase awareness of mental health issues in our college community
Improve attendance of all groups, particularly Disadvantaged and SEN
1.c Tailor our schemes of learning to develop greater mastery across all key stages
Review of College MER
Dept Assessment Plans shared – INTENT clear and feedback Assessment Appendices (curriculum working group).

FeedBack Fortnight (FBF) parent engagement
1.d. To raise the standards of students' communication skills (i.e. in oracy, written work and, presentation skills)
Mapping of key communication skills
Review command words across the curriculum to support students understanding
Consistent terminology for Writing Tools
National examination paper review
Consistent approaches to presentation - shared with parents.

2. Sustaining the pace of improvement
2.a Focus on leadership of learning
Ascertain whether our curriculum is fit for purpose - whole college review
Review of KS4 package
Quality Assurance of new Home Learning system (ref. frequency, purpose and impact)
HOD's share plans for cross-curricular links (e.g. use of Department Review, Planning for Personalisation time)
SEND/Disadvantaged focus to Department reviews
2.b. Place further positive emphasis on appraisal as the primary vehicle for our professional development
Associate staff appraisals and monitoring (in year reflection / conversation)
Review of the monitoring process for appraisal (e.g. formal observations and purpose)
Action research for all.
2.c. Managing and sustaining workload
Support and challenge colleagues to follow standard systems and processes