WHOLE SCHOOL DEVELOPMENT PLAN - 2021/2022
Care, Challenge, Inspire

OBJECTIVE ONE: Ensure excellent teaching and learning practices							
What do we want to achieve?	**How do we want to achieve it?**	**What resources are required to support our aim?**	**Who is involved in implementation?**	**Who measures progress?**	**How will we measure progress?**	**Timeframe?**	**Notes:**
1.a A consistent commitment to highly effective teaching and learning	• Manage the challenges of COVID-19 always mindful of minimising negative impact on learning outcomes • Solve arising issues with a view to timely resolution, long term sustainability and quality of learning experience for students • Ensure Online provision is of excellent quality • Ensure In-school provision is of excellent quality • Resolve inevitable challenges of Hybrid arrangements seeking to best ensure equitable provision for all students • Seek to ensure that key curriculum objectives are met at each age/stage • Identify resulting gaps from 2019/2020 and 2020/2021,and strategically plan for recovery.	A commitment to ongoing review and resolution of arising challenges in the face of unprecedented challenges. Meeting time which facilitates feedback from all staff. Curriculum audit of 2019/2020 and 2020/2021 with honest reflection on gaps and strategies to close them. Effective management of Google Classroom	SLT PSLT SSLT and respective teams	SLT PSLT SSLT and respective teams	Mid Term/End of Term reviews: -curriculum audit -student attainment data Feedback from stakeholders	Throughout 2021/2022 with likely extension into 2022/2023.	

	● Reflect on adapted practices resulting from COVID, review lessons learned and carry forward initiatives that had a positive impact on teaching and learning.	Time for review of operational, pedagogical and digigogical practice					
	● Imbed PDP and determine the impact on learning outcomes	Consistent application and review by Leadership Teams.	Leadership by SLT/SSLT/PLT. HODs All Teachers	SLT SSLT PSLT SDA1	Refer to Sectional Development Plans	T3 2021/2022	
1.b A consistent commitment to ensuring learning challenges all students	● PDP target for all which focuses on 'challenge' ● Measure the impact of hybrid learning: online and school-based from the perspective of challenge ● Effective use of data to monitor student progress and monitoring	SDA1's continued focus: Explore how we ensure and sustain 'challenge' for all learners within a hybrid context.	YTLs/HODs/PSLT/SSLT SDA1 Assess Co's	SSLT/BSLT SSLT/BSLT PSLT/SSLT/ Assess Co's		2021/2022 academic year 2021/2022 academic year 2021/2022 academic year	

OBJECTIVE TWO: Define and develop school culture

What do we want to achieve?	How do we want to achieve it?	What resources are required to support our aim?	Who is involved in implementation?	Who measures progress?	How will we measure progress?	Timeframe?	Note s:
2.a Reinforce our core beliefs and mission	● Promote 'Care, Challenge, Inspire' at every opportunity ● Nurture our family culture – celebrate, reinforce, develop	SLT commitment and reflection	SLT and all	SLT	Refer to Sectional Development Plans	2021/2022 academic year	

2.b Instill in all students an understanding of our aspirations and expectations	• Reinforce the 5Rs in Primary • Imbed ELEMENTS in Secondary • Review/imbed expectations and our response to positive and negative behaviour	Time Nominal budget SDA2(Prim) to maintain focus on this aim in mind	PSLT/SSLT/YTLs/AHs/DOS Student Council Coords `SDA2`	PSLT/SSLT	Refer to Sectional Development Plans	2021/2022 academic year	
2.c Instill in all staff an understanding of our aspirations and expectations	• Reinforce the 5Rs in Primary • Imbed ELEMENTS in Secondary • Review/imbed expectations and our response to positive and negative behavior	Time Nominal budget SDA2 (Sec) to maintain focus on this aim	PSLT/SSLT/YTLs/AHs/DOS `SDA2`	PSLT/SSLT	Refer to Sectional Development Plans	2021/2022 academic year	
	• Reinforce the 5Rs in Primary • Imbed ELEMENTS in Secondary • Review/imbed expectations and our response to positive and negative behavior	Time CPD for line-managers	SLT PSLT/SSLT Teachers	SLT Teachers	Refer to Sectional Development Plans	2021/2022 academic year	
2.d Instill in parents an understanding of our aspirations and expectations	• Revist and develop 'Parents as Partners' initiative (PAP). • Calendar regular events to be offered online by staff/parents/specialist 'experts'. • Develop Social Media campaign to reinforce school culture and parenting to support learning, growth and development.	Needs assessment from stakeholder feedback Coordination of programme Logistical support Talent pool of session leaders.	SLT/SSLT/PSLT WS-DH Talent Pool of workshop leaders.	SLT WS-DH	Calendar of events Participation Stakeholder Feedback	Assess needs in Sept/Oct 2021 Calendar roll-out for T1 and T2 Planning for the year ahead on T3	

2.e Elevate awareness/promotion of our 'safe campus' policies and 'one school' ethos	• Raise the profile of the Child Protection Coordinators and their remit within school. • Include Child Protection as an agenda item in meetings and CPD and PAP	Meeting Time Promotional resources - posters etc. Signage around campus and buses Student Forum for advice/feedback Staff CPD (Educare and NOS) Student Advisory Committee led by CPCo's	NS/JB and CPCo's SLT/SSLT/PSLT, AH/DOS teams and all teachers and TLAs SDA5: CPCo's	Termly review by CPCo's and Student Feedback Advisory	Refer to Sectional Development Plans	2021/2022 academic year	
	• Promote a culture of kindness and responsibility towards all members of our community. • Maintain a zero tolerance policy for all forms of bullying and harassment. • Identify minority groups and assess/implement inclusion strategies.	Meetings and assemblies to achieve a sustainable culture whereby all stakeholders are aware of school's position and its rationale	SDA6: AH/DOS teams All teachers and TLAs Student Leaders and Student Counsels	Termly review by SDA4 and Student Feedback Advisory	Refer to Sectional Development Plans	2021/2022 academic year	
2.f Enhance initiatives to support social cohesion and well-being amongst staff.	• Strengthen sense of community amongst staff by coordinating opportunities for staff to socialise to contribute to personal and professional well-being. • Ensure events are inclusive and welcoming.	SDA3 to be formed, whose remit it will be to coordinate a progamme of school organised social events and activities.	SDA3 SLT	Termly Review of initiatives.	Feedback from stakeholders	Throughout 2021/2022	

	● Enhance familiarity amongst colleagues beyond immediate work teams. ● Provide social support for colleagues new to Cairo and/or feeling isolated.						

OBJECTIVE THREE: Enhance student engagement and learning outcomes with appropriate instructional technologies							
What do we want to achieve?	*How do we want to achieve it?*	*What resources are required to support our aim?*	*Who is involved in implementation?*	*Who measures progress?*	*How will we measure progress?*	*Timeframe?*	*Note s:*
3.a All teachers to understand how Google Classroom supports collaborative teaching and learning	● Review, imbed and develop GC capacity and impact.	Ongoing CPD provision Responsive Google Coords and Tech Committee Resources and infrastructure which reflects instructional need	SDA4 SLT Google Coords	SLT	Refer to Sectional Development Plans	Throughout T1 with mid-year progress and directional review.	3.a
	● Audit confidence amongst staff and design CPD provision accordingly.		SSLT PSLT	SLT			
3.b Ensure excellent provision for online learning.	● Ensure GC is fit for purpose. ● Ensure staff-training is accessible by all, up to date and relevant. ● Problem -solve efficiently as needs arise and/or change in light of hybrid/online/closure etc.	High level of competency within Google Team School-wide understanding of related issues Time to meet for discussion, review and make	SDA4 SLT Google Coords	SLT		Throughout T1 with mid-year progress and directional review.	

		recommendations to SLT					
	● Roll BOYD policy down to Y3 and Y4.	PSLT, ICT Techs, Teachers					
3.c Promote staff awareness of digigogy	● Explore the 'why?' ● Promote increased understanding of child/adolescent brain development where instructional technologies are concerned. ● Conduct action research relevant to our context and taking 'Lessons learned from COVID' into consideration.	CPD Direction from SLT/SSLT/PSLT Research focus	SLT/SSLT/PSLT/ SDA4/Google Team	SLT/SSLT/P SLT	Refer to Sectional Development Plans	Throughout T1 with mid-year progress and directional review.	