

Edale Rise Subject Leadership School Development Plan 2021/22

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| Lead: Kirsty Bradley |
| Quality Assurance Lead: DM Crosby |
| <p>Context</p> <p>The curriculum at Edale has undergone substantial development over the past couple of years culminating in a knowledge-based curriculum that builds cumulatively from F1 to Year 6. Much of the strategic development of the curriculum was carried out by the deputy head teacher at the time. During a partnership review it was identified that school had strong senior leadership structures and pockets of strong middle leadership but that a focus moving forward should now be to develop the leadership skills of all subject leaders to allow for them to take strategic responsibility of their curriculum areas.</p> <p>In 2021-2022, the Assistant Headteacher will actively supervise and support the development of subject leaders in PE, DT, music, science, PSHE and French. The Headteacher will actively supervise and support the development of the English, maths, art and Digital leads.</p> |
| <p>Priority 1: Leaders to become more effective in strategically developing their curriculum subject area.</p> <p>A. Staff to use subject leader review documents to support evaluation of the impact of their curriculum area and identification of future developments.</p> <p>B. Staff to use association memberships to keep on top of current national and international developments in their subjects.</p> <p>C. Staff to make links with other schools who identify particular subjects as areas of strength.</p> <p>D. Staff to follow the subject leader crib sheet to ensure clear foci for strategic development.</p> <p>E. KB to quality assure subject leader action plans</p> |
| <p>Priority 2: Upskill leaders to ensure that they are able to effectively monitor the impact of their curriculum subject.</p> <p>A. KB to conduct staff survey in order to identify areas where CPD is required and offer coaching sessions bespoke to individual needs.</p> <p>B. KB arrange staff meetings to be run by associate focussing on effective monitoring for all subject leaders.</p> <p>C. Staff to follow the subject leader responsibilities document in order to structure leadership time effectively and ensure that subject leader actions are impactful on outcomes for children.</p> |

| Priority | Action | Details |
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| 1A | Staff to use subject leader review documents to support evaluation of the impact of their curriculum area and identification of future developments. | <ul style="list-style-type: none"> KB to coach staff in using the SLR documents to structure actions and strategic leadership of their subjects over the year In regular meetings, both formal and informal, KB to ensure that subject leads maintain a consistent and clear vision for their subject. KB to ensure all subject leader review documents are up to date and stored centrally. |

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| 1B | Staff to use association memberships to keep on top of current national and international developments in their subjects. | <ul style="list-style-type: none"> • KB to ensure staff are aware of associations purchase and available to and put requests in for membership if costings are involved. • Ensure subject leaders are sharing key resources from these organisations widely and monitoring their impact as part of their remit • KB to monitor development of leaders subject knowledge in their areas, signposting them to relevant CPD when required. |
| 1C | Staff to make links with other schools who identify particular subjects as areas of strength. | <ul style="list-style-type: none"> • KB to facilitate links to be made i.e. finding suitable partnerships, use of associate links, facilitating meetings between schools. |
| 1D | Staff to follow the subject leader crib sheet to ensure clear foci for strategic development. | <ul style="list-style-type: none"> • Ensure subject leader crib sheet is disseminated to all staff and expectations to staff are clear – use follow up emails to ensure that it is being used effectively. • Use termly meetings to conduct coaching/support sessions with subject leads, using the crib sheet as a guide to ascertain confidence in leadership and security in subject vision. |
| 1E | KB to quality assure subject leader action plans | <ul style="list-style-type: none"> • All subject leaders to send actions plans to KB before autumn half term. KB to quality assure and identify any areas that need addressing with subject leaders e.g priorities, actions, ensuring impact on outcomes. |
| 2A | KB to conduct staff survey in order to identify areas where CPD is required and offer coaching sessions bespoke to individual needs | <ul style="list-style-type: none"> • KB to disseminate survey and use staff responses to identify areas where staff may benefit from coaching style sessions. • KB plan in time to meet with subject leaders to have coaching sessions. |
| 2B | KB arrange staff meetings to be run by associate focussing on effective monitoring for all subject leaders. | <ul style="list-style-type: none"> • KB contact Claire Stafford to arrange staff meetings focusing on key areas of subject monitoring • Staff meetings timetables for Spring 2022 • KB to monitor implementation of learning from CPD through quality assuring subject leader monitoring documents. |

| 2C | Staff to follow the subject leader responsibilities document in order to structure leadership time effectively and ensure that subject leader actions are impactful on outcomes for children. | <ul style="list-style-type: none"> • Subject leader responsibilities document to be shared at September inset day and disseminated to staff. • KB to hold a central record of subject leader monitoring carried out detailing actions and impact. • KB to follow up with staff on the effective use of the responsibilities document through coaching/check ins. |
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| Assessment of Impact | | |
| Autumn | Spring | Summer |
| <p>Autumn 1 All subject leaders to carry out subject leader review updates and write action plans based on areas of strength and future actions – all action plans sent to KB for quality assurance by half term. Follow up meetings/coaching session arranged as needed.</p> <p>Autumn 2 All subject leaders to ensure effective monitoring has been carried out using the subject leader responsibilities and crib sheet documents in order to focus monitoring on impact and outcomes for children.</p> <p>Subject leaders to inform KB on how subject leader time will be spent to ensure time is used effectively to impact on curriculum outcomes.</p> <p>KB to update central record of school monitoring.</p> <p>KB to contact C Stafford and arrange for subject leader CPD in Spring term.</p> | <p>Spring 1 Subject leaders to review action plans and amend where needed focussing on outcomes for children and whole school priorities.</p> <p>Subject leaders to inform KB on how subject leader time will be spent to ensure time is used effectively to impact on curriculum outcomes – evidence of staff using the subject leader crib sheet and responsibilities overviews should be evident in how effectively leaders are using their non-contact leadership time.</p> <p>KB to update central record of school monitoring.</p> | <p>Summer 1 Subject leaders to identify any areas of leadership they would still like to develop.</p> <p>Summer 2 Subject leaders to complete final subject leader reviews and identify future vision for the subject taking into account whole school priorities.</p> <p>KB to update central record of school monitoring.</p> |
| <p>Key Dates: 15th Oct – deadline for all action plans and updated subject reviews</p> | <p>Key Dates: Staff meetings TBA All updated documents sent to KB by 25th March 2022</p> | <p>Key Dates: All subject documents reviewed and sent to KB by 18th July 2022</p> |