



# Academy Long Term Strategy



This long term strategy document aims to ensure John Wheeldon Primary Academy is able to achieve its commitment to providing the best kind of learning experiences to each and every child, helping them to be proud of their accomplishments and their place in society.

We strive constantly to deliver a curriculum which responds to the modern, fast changing world, whilst retaining more traditional subjects such as the humanities, sports and music. Our PROUD logo represents the qualities we look to develop in our students; Perseverance, Respect, Outstanding, Unique and Dynamic.

Our Local Academy Council remains committed to the continuous improvement of teaching and learning in the Academy, providing our children with a high quality, diverse curriculum and extended environment. At the same time, we invest to provide resources of the highest calibre to support our hardworking staff in shaping our children to be PROUD of all we do.

Leadership and Management			
Long Term Goal	Short Term – One Year Position	Mid Term – Three Year Position	Long Term – 5 Years +
Vision	PROUD – Persevering, Respectful, Outstanding, Unique, Determine Vision full embedded across the school Achieve the necessary criteria to be rated good by Ofsted for Early Years and Behaviour and Attendance Be a school that people talk about in a positive manner and want to visit.	The school community can explain what the vision is and how it affects them. At least good school. Place are at a premium and the school is nearing full first choice subscription.	The school community is aware how the vision impacts on the work and learning of all members of the community At least good school with outstanding features Ongoing review of the vision and its relevance to the academy
LAC	Continue to ensure that all places on the LAC are filled by suitably skilled members Continue to hold the head teacher and senior leadership team to account. Continue to ensure that a wide range of skills and backgrounds are represented on the LAC Develop skills within the LAC using a proactive approach to training opportunities Use of NGA	Link with other LAC members and governing bodies to share best practice	Lead members of other LAC bodies in their development
Leading Change	IT provision – ongoing upgrades Be ahead of the game – PSHE changes PE lead for SUAT	Government initiatives – be at the front and implement new ideas immediately.	Changes within the Trust – drive these

	<p>Prepare for the new EY curriculum</p> <p>Prepare for the new times tables test</p> <p>Philosophy of proactive, not reactive</p>		
Building and Environment	<p>Great emphasis on ecology and sustainability with children taking greater ownership of this Internal and external environment to be proud of.</p> <p>No area of the school is in a state of neglect</p> <p>Ongoing replacement of IT equipment</p> <p>Medium term plan to accommodate student numbers in Y3 and 4.</p> <p>Creation of a sensory room and outdoor learning areas.</p>	<p>Long term plan exists for classrooms and provision if the school continues to grow</p> <p>Ongoing upgrade of all areas</p>	<p>State of the art IT used to its full potential</p> <p>Resources available for use by the wider community</p> <p>Community learning areas</p>
<b>Teaching, Learning and Assessment</b>			
Teaching and learning Curriculum	<p>Personalised learning – informed by accurate, ongoing assessment</p> <p>Everyone understands what good T&amp;L looks like at JWPA</p> <p>Skills based curriculum where all subjects are interlinked and children make progress simultaneously across the curriculum</p> <p>Smooth transition for all children exists between all key stages</p> <p>A love of learning is fostered through an exciting curriculum and an ongoing commitment to growth mindset principals</p> <p>Teachers have ownership and understanding of data, allowing them to deliver a tailored curriculum for all pupils.</p>	<p>Children are true digital natives – comfortable working on a wide range of devices and software</p> <p>Curriculum offers a wide range of opportunities for all children.</p> <p>Standards are at least in line with national</p> <p>The extended curriculum ensures that children have a firm understanding of their place in the world and their impact on the immediate and wider environments</p> <p>Academy curriculum specialism leading SUAT wide development.</p>	<p>The academy leads the way in curriculum design, embracing new pedagogical theories and ideas</p> <p>Ongoing curriculum development</p>
Staff	<p>Staff wellbeing – confident and professional staff</p> <p>Succession Planning – build capacity to create our own leaders – NPQ awards</p> <p>Teachers coach each other to embed a high level of skills that impact positively on pupil outcomes.</p>	<p>Spread best practice to other schools.</p> <p>Deep subject expertise exists to lead the school in all areas of the curriculum.</p>	<p>Hold a place in the Trust as a main player – leading new developments as a crucial part of the Teaching School Alliance.</p>

	<p>Standard of Teaching – build capacity to spread good practice for both teachers and support staff.</p> <p>Succession Planning – support staff career development and training linked to impact on pupils.</p> <p>Staff take responsibility for their own CPD and contribute to their performance management targets</p> <p>All contribute to the personalised learning of children with barriers</p> <p>Staff understand their role and are confident and proud to play their part</p> <p>Links between all subjects are made within the curriculum. These are fully embedded and understood by all.</p> <p>Teacher applications to work here have increased to the point where not all applications can be shortlisted</p>		<p>Have a successful track record of promoting staff to their full potential.</p>
<b>Personal Development Behaviour and Welfare</b>			
<p>Pupil Outcomes Attainment Progress</p>	<p>Completed raising attainment plan delivers improving outcomes: Attainment and progress for all stages and groups are broadly in line with all national averages</p>	<p>Attainment and progress scores at all ages and groups regularly exceed national averages</p>	<p>Standards consistently exceed all national averages.</p>
<p>Vulnerable groups SEN EAL Disadvantaged</p>	<p>Progress monitored closely and accurately to ensure all children achieve their potential</p>	<p>Staff feel confident in their skill set to deliver a curriculum of the highest quality to all groups of children. Provision for all vulnerable groups is proactive. Needs are met instantly and effectively for all children.</p>	<p>Academy is seen as a centre of excellence for SEN children. The provision for disadvantaged children is held in high regard by externally parties.</p>
<b>Outcomes for Children and Learners</b>			
<p>Children Extra curricular activity Curriculum</p>	<p>Children are happy to come to school Children feel proud of the school and that they belong to our community</p>	<p>Offer a wide range of activities that allow children to experiment or specialise in new skills and activities.</p>	<p>Rolling program of ambitious clubs that promote the school beyond its immediate community</p>

	<p>Feel involved in the ongoing development of the school</p> <p>All children are excited by the learning</p> <p>Full inclusion wherever possible for all children – children feel included</p> <p>Other music activities build on the success of choir</p> <p>Wide variety of sports' clubs</p> <p>Craft/skills/books/others...</p> <p>All children are excited by the learning</p> <p>Collation of pupil voice for all areas of academy life</p>	<p>Children talk about school in a passionate way</p> <p>Encourage participation from pupils of other schools to increase the reputation of JWPA.</p> <p>The academy is acclaimed for music and PE.</p> <p>Children are recognised for a wide range of achievements.</p> <p>Children have a reputation for having a positive impact on the wider community.</p>	<p>All subjects are rated highly as being well taught within an exciting curriculum.</p>
Partners and Community	<p>Continue to build positive links with all partners; University, Stafford College, SHEADS, Parents</p> <p>School communicates effectively with difficult to reach families</p> <p>Work with music and PE hubs</p> <p>Engage fully with new Maths and English hubs</p> <p>Website to be proud of – website shows the school in its best light to all stakeholders</p> <p>Complete work on the LPPA</p> <p>Make more creative use of the press to promote the school in the wider community and celebrate positive achievements</p>	<p>Play a more active role with these partners</p> <p>SUAT are proud of us</p> <p>Achieve AFA award – parents spread the word that the school is a <i>good</i> place for children to learn</p> <p>Parents – school is outstanding in parents' eyes</p> <p>School is well known in the wider community due to regular press coverage</p>	<p>Move towards a leading role in help all stakeholders to achieve their aims</p>