



LONGHILL HIGH SCHOOL SCHOOL IMPROVEMENT AND DEVELOPMENT PLAN

OBJECTIVES FOR 2023 - 2024	
Objective 1 Q of Ed	To close the gap between disadvantaged and non-disadvantaged students
Objective 2 Q of Ed	To improve the quality of assessments
Objective 3 Q of Ed	To provide a full and viable curriculum
Objective 4 Q of Ed	To improve literacy levels
Objective 5 Per Dev	To improve student mental health and well-being
Objective 6 Beh and Attitudes	To develop positive student attitudes across all year groups
Objective 7 Beh and Attitudes	To improve attendance
Objective 8 L and M	To improve community links
Objective 9 L and M	To develop and improve middle leadership
Objective 10 L and M	To update and improve the efficiency of all IT related systems and sites



1) QUALITY OF EDUCATION: to close the gap between disadvantaged and non-disadvantaged students

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
<p>1.i. To create a more inclusive school culture</p> <p>1.ii. To create a culture of learning beyond the classroom so students feel confident & motivated to undertake independent study.</p>	<p>Providing our disadvantaged students with school uniform, lesson equipment and access to school trips and events at no cost</p> <p>Analyse 2023 GCSE results to identify the characteristics of those disadvantaged who performed well and those who underperformed. Use this data to update the school's 3 Year Strategy plan for PP and to inform this SIDP.</p> <p>Explicitly teach how to revise - in lessons and small groups.</p> <p>Forge links with the Universities & outside agencies to develop widening participation opportunities for PP students.</p>	<p>Uniform and equipment ordered and delivered.</p> <p>Schedule and plan for meeting students at the gate mapped out.</p> <p>Fewer behaviour incidents linked to uniform and equipment.</p> <p>Analyse progress data: It should show that increasing number of PP students are on track</p> <p>Increased engagement with homework and revision data.</p> <p>Student feedback is positive.</p> <p>Student feedback and engagement with the enrichment opportunities.</p>	January 2024	



<p>1.iii. To engage with and support our parents / carers who live in poverty</p>	<p>RO to visit Crew Club; establish links with Class Divide, set up parent forums, organise a hub day for Whitehawk families to access via NHS.</p>	<p>Visit completed with actions arising from it. Monthly Class Divide google meets organized. Parent forums set up and well-attended. Hub day scheduled and planned .</p>	<p>October 2023 September 2023 November 2023 January 2024</p>	
<p>1.iv. Embed effective teaching of all students including disadvantaged students across the school.</p>	<p>EEF based CPD programme embedded for all teaching staff. This programme also supports the Teach First ECT training programme as follows their modules. ECTs and ITTs have additional CPD programme around the DfE frameworks as well as regular learning walk feedback using the Teach First Feedback model. Mentor training to reflect effective teaching techniques All teaching staff have an effective developmental training programme based on learning walk data T&L data is robustly monitored to feed into the CPD programme as well as reporting to others.</p>		<p>Review points: Dec 2024 March2024 June 2024</p>	



	<p>(f) Ensure a system of early identification of SEN students is implemented, reviewed and adjusted.</p> <p>(g) Ensure a system to track the impact of interventions for disadvantaged students is in place.</p> <p>(h) Invest in staff development: Courses with outside agencies, resources (photocopying, cover) and internal peer coaching.</p>			
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2) QUALITY OF EDUCATION: to improve the quality of assessments

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
<p>2.i. Improve KS3 assessment quality</p>	<p>HOFs to standardize KS3 assessments. HOFs to ensure outcomes match those at KS4 by adjusting tests & grade boundaries by quality assuring results at each data drop.</p>	<p>All subjects to have standardised assessments for each data drop for years 7-9. Data reports show results match those at KS4 at each data drop.</p>	<p>Each assessment completed in time for each data drop. QA by each HOF/HOD at each data drop according to assessment & reporting cycle.</p>	



<p>2.ii.</p> <p>Improve accuracy of KS4 predictions</p>	<p>KS4 assessments to be standardised.</p> <p>KS4 assessments to be analysed by HOF at each data drop and results adjusted before reports are issued.</p>	<p>All subjects to have standardised assessments for each data drop for years 10 & 11.</p> <p>Tracking of data imputed at each data drop shows little variation between prediction & actual GCSE results.</p>	<p>As identified at each data drop.</p> <p>Predictions match results when GCSEs are published.</p>	
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3) QUALITY OF EDUCATION: to provide a full and viable curriculum

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
<p>Review current curriculum offer</p>	<p>Analyse current curriculum at SLT</p> <ul style="list-style-type: none"> - Number of hours given to each subject - How to increase our EBAC uptake by increasing the number of students taking languages - Identifying if students are put on pathways for their option choices - Identifying SEN provision - Subjects we need to drop, change or add <p>Summarise findings and create proposals</p> <p>Consult with all stakeholders</p> <ul style="list-style-type: none"> - Head of Faculty & Heads of Department to support new curriculum and attend CPD where necessary 	<p>Discussed at SLT and proposals written into Options Booklet ready for January launch</p> <p>Options Process ready for January 2024</p> <p>HOFs & HODs have attended CPD and have written SOW for any new courses.</p>	<p>November 2023</p> <p>December 2023 – January 2024</p> <p>Ready for teaching September 2024</p>	



	Meet HT and Business manager to discuss financial implications	COSMOS used to calculate staffing	Monthly update, finalized May 2024	
Create and promote new curriculum	Bring new model to governors' meeting for approval Update courses booklets, websites, etc Hold assemblies Oversee training for any teachers / middle leaders	C&S meetings Option book online & videos uploaded to website Assemblies held for Options week HOF/HOD to find dates of CPD meetings from exam boards	April & June 2024 By January 2024 w/b 15 th Jan 2024	

4) QUALITY OF EDUCATION: to improve Literacy levels

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
4.i To improve reading ages.	Track reading ages to identify where intervention is needed. Implement a tracking reading ages system for SEN and non-SEN students.	(a)-(b) Reading age data should show the gap between actual age & reading age is closing.	September 2023	



<p>4.ii Create a reading culture within lessons and beyond.</p>	<p>Promote events in the library which capture a range of staff's involvement (beyond English Faculty).</p> <p>Develop the reading for pleasure at mentor time programme to include students' stories in term 1 - see resources</p> <p>Oct-Dec reading programme to be developed by underallocated English & MFL Faculty staff (EP) who has been assigned this - RC has modelled term 1 how to do this.</p> <p>Train teachers on developing students' oracy skills.</p>	<p>Student voice baseline test of reading culture (use National Literacy Trust template).</p> <p>Track number of library books issued Nov '23 with March '24.</p> <p>Mentor time quality assurance, students and staff feedback.</p> <p>Learning walk feedback demonstrates effective engagement.</p>	<p>September 2023 begins.</p> <p>September 2023 begins.</p> <p>Jan 2024</p>	
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5) PERSONAL DEVELOPMENT: to improve student mental health and well-being

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
<p>5.i. To improve mental</p>	<p>EMHWP audit and action plan formulated</p>	<p>Effective plan in place that signposts school improvement strategies</p>	<p>September 2023</p>	



health support offer	TLR for Mental Health lead appointed	MoS appointed	December 2023	
	CBT offer	2 x P/T CBT attend	January 2024	
	Raise profile of mental health by highlighting in assemblies/mentor time	SAWSS data shows improvement	Ongoing	
	Key staff training in MHFA	Qualified staff in key areas	April 2024	
	Key staff trained in Supporting students who self harm	Qualified staff in key areas	June 2024	

6) BEHAVIOUR AND ATTITUDES: to improve student attitudes across all year groups

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
	Technology ban November '23	Decrease in serious behaviour incidents	Summer '24	



<p>6.i. To develop positive student attitudes and behaviours</p>	<p><u>Technology Policy Oct '23</u></p> <p>Review all behaviour processes and launch new streamlined behaviour policy:</p> <ul style="list-style-type: none"> - Behaviour points - Reports system - Detention system/process - Communication process - Remove room - On call - Late to lesson - start and end of day process - lesson changeover process - toilet processes - Building use and layout <p>Training</p> <ul style="list-style-type: none"> - staff training on start and end of lesson - 'walk the school' - 'What is the standard?' <p><u>Praise and Rewards System</u></p> <p>Working group and parent forum on developing rewards system:</p> <ul style="list-style-type: none"> - Streamline praise options - Create graduated rewards system 	<p>Decrease in behaviour logs</p> <p>(Expectation that these will increase before they decrease)</p> <p>Consistency in application of policy across departments</p> <p>Increase and consistent use of praise system across departments</p>		
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- Add bespoke prize system for KS3 and KS4
- Create rewards communication framework
- Align with Longhill values

7) BEHAVIOUR AND ATTITUDES: to improve attendance

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
7.i To improve attendance	<ul style="list-style-type: none"> - Focus on SA students - Mentors and HoY monitoring PA group - MF to lead on PTT's, registers, FTP, home visits, ASM's - lead fortnightly attendance meetings using attendance tracker - Advertise /signpost community workshops <p>Attendance rewards</p> <ul style="list-style-type: none"> - mentor competitions - 100% attendance rewards - most improved attendance - bespoke attendance rewards using HoY Budgets <p>Support</p> <p>Rigorous logging and tracking of support including: ASM's, Attendance reports, ATTEND forms, PST 1-2-1's, BHISS, CAMHS</p>	<p>Attendance percentage to rise: from September 2023 87% to September 2024 to 90%</p> <p>Student surveys in June 2024 to show students are happier with rewards systems than in 2022 -2023</p>		



	<p>Link with DW around anxiety support.</p> <p>Link with RC around support for SEND students and for support for PP students e.g. travel</p> <p>Improve communication to teaching staff around strategies for children who struggle to attend, EBSA.</p>			
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8) Leadership and Management: To improve community links and parental engagement

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
<p>8.i. To improve community links</p>	<p>a) Partnership working with Woodingdean Wanderers FC - 3 G football pitch</p> <p>b) Longhill Sports Centre continues to work with community groups</p> <p>c) Headteacher visits to all primary schools</p> <p>d) Headteacher visit to Crew Club and establish relationship</p>	<p>a) Costed plan in place £200k Capital + £100k 106 Monies.</p> <p>b) Longhill Sports Centre Committee Meeting with governors and B&H Sports and Leisure Lead</p> <p>c) Improved attendance at Open Evening and on school tour days</p> <p>d) Regular comms with Crew Club once the visit has taken place</p>	<p>a) Summer 2025</p> <p>b) Summer 2025</p> <p>c) October 2023</p>	



	<p>e) Community hub evening set up</p> <p>f) Parent forums set up</p>	<p>e) Evening will have been planned, feedback taken and analysed</p> <p>f) Attendance to these sessions analysed, policies/processes created and/or adapted as a result of the sessions</p>	<p>d) October 2023</p> <p>e) March 2024</p> <p>f) Summer 2024</p>	
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9) Leadership and Management: To develop and improve middle leadership

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
<p>9.i.</p> <p>To develop and improve middle leadership</p>	<p>To improve HoFs quality assurance of T and L.</p> <p>To develop HoFs understanding of holding others to account</p> <p>To develop a leadership training programme linked to the national college's leadership standards.</p>	<p>Monitoring quality assured by whole school learning walk and book scrutinies. Support plans in place as necessary.</p> <p>Training to lead to HoFs running stage one absence meetings. Conduct letters on file as necessary for teachers monthly for 2023 – 2024</p> <p>Improved P8 by November 2025</p>	<p>July 2024</p> <p>July 2025</p> <p>Nov 2025</p>	

10) Leadership and Management: To update and improve the efficiency of all IT related systems and sites

TARGET	ACTIONS	HOW WILL WE KNOW IT HAS BEEN ACHIEVED?	WHEN IT IS TO BE ACHIEVED BY	EVALUATION (impact)
<p>10.i.</p>	<p>a) update Firewall - Smoothwall</p>	<p>a) Updates applied and licensing complete</p>	<p>October ½ term</p>	



<p>To continue with IT Upgrade</p>	<p>b) To investigate SIMs communication package and switching to SIMS Parent Pay</p> <p>c) To move to MFD Printers</p> <p>d) Audit Telephones</p> <p>e) Upgrade 2-way radio system</p>	<p>b) More efficient messaging service for parents in place</p> <p>Review options with key staff and analyse choices</p> <p>Specification for Telephone system in anticipation of upgrade to telecoms network - 2025 all phones will move from analogue to fiber</p> <p>Specification for new 2-way radio</p>	<p>debugging during November December</p> <p>May 2024</p> <p>September 2025</p> <p>New 2-way radio update January 2024</p>	
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