



## **School Development Plan 2017-18**

The work of the governing board is driven by the School Development Plan. This strategic document sets out the ethos and the broad aims of the school, in addition to listing the improvement priorities for this school year. It is these priorities that governors must monitor in the full Local Governing Board meetings and through the work of the committees.

## **Improvement priorities 2017-18**

### **Outcomes:**

- Ensure that the progress of disadvantaged students matches or is improving towards that of other students with the same starting points.
- Ensure that students of all abilities make progress in line with or above national average for students of the same ability and that the quality of intervention and support for students (and all groups of students) working below target is outstanding.

### **Teaching, Learning and Assessment:**

- Address any teaching not yet securely good on basis of progress seen in lessons, in books and in data for all groups of students, and increase proportion of outstanding teaching, particularly amongst those on UPS3.
- Improve the accuracy of assessment.
- Ensure that teacher marking and feedback is outstanding.

### **Personal development, behaviour and welfare:**

- Improve the engagement, motivation, and work ethic of students, and in particular high ability boys.
- Embed STEP time and routines for behaviour, uniform, attendance and punctuality which improve attitudes to learning.

### **Leadership and management:**

- Further develop middle leaders' knowledge, skills and effectiveness in relation to their monitoring, evaluation and development of teaching so that their actions lead to improvements in students' progress, particularly for students who have fallen behind those with the same starting points.
- Improve the effectiveness of Governors in holding the Headteacher and SLT to account.
- Improve the appraisal system so that it more effectively holds teachers to account for their quality of teaching and outcomes.

## **Thanks to Mrs Benson**

Mrs Sarah Benson has worked at FSD since October 2014 as the Headteacher's P.A. She has been a key figure in the work of the governors; organising dates, meetings, agendas, taking minutes etc. etc. Her efficiency and good humour will be missed, especially by the Chairs of the committees. The governors thanked her for all her hard work when she retired in November and wished her well.

## **Senior Leadership Appointments**

**Deputy Headteacher** – this is an Excel Academy Trust Board appointment. The Chair of governors is also a Trustee and was part of this process.

**Assistant Headteacher** – this is a Local Governing Board appointment. The Chair of Governors was joined by governors Amanda Hopgood and Jen Straughan-Hawley in addition to senior staff. Both were extremely strong appointments following a demanding interview process. 26 applications for the Deputy Headteacher post and 39 for the Assistant Headteacher post indicated a lot of interest in working at FSD.

Governors would like to congratulate the successful candidates. Our new Deputy Headteacher is Jane Rayson and our new Assistant Headteacher is Gayle Scott. Both take up post on January 1<sup>st</sup> 2018.

## **Governor Training – Autumn Term 2017**

Governors have taken part in the following training this term run by Durham L.A.:-

- Health & Safety
- Social, Moral Spiritual and Cultural Education
- Performance Management
- Governors' role in On-line safety
- New Governor Induction programme
- Preparation for Ofsted
- Internal Audit role in supporting schools
- Governors also joined the staff in

Safeguarding training earlier in the term  
Issues arising from the training will be followed up in committee meetings and through link governors.

## **Thanks and best wishes to Mr Connor**

Mr Connor, Deputy Headteacher, has worked at Framwellgate School Durham for over twenty years. He retires at the end of term. The governors will miss his hard work, commitment and loyalty to the school. Above all, his detailed knowledge on safeguarding, built up over many years, has been invaluable to governors who have appreciated his wise words and advice with some difficult issues. His commitment to mental health and supporting the whole child has also been admired and supported by governors. Governors thanked Mr Connor and wished him well for a long and happy retirement.