

1. The Adeyfield Academy Vision & Values

At The Adeyfield Academy we wholeheartedly believe that all young people in our community have the opportunity to achieve and be successful in all aspects of their lives. Our ethos '**Learning Without Limits**' reflects our ethos that we must develop approaches to teaching and learning that do not rely on predetermined language about ability, so that collectively we are able to achieve the highest standards in all that we do. We strive every day to promote our 5 Star Values of Dignity, Compassion, Ambition, Respect and Courage, with the goal of all students to achieve these values as a 5 Star Student.

1.1. Being a 5 Star Student means:

- To be brave and courageous in their approach to learning
- To support others and be compassionate
- To be polite and show respect to others at all times
- To be ambitious in their learning, always aiming to be the best version of themselves
- To be dignified in how to respect to both success and failure understand the value that each individual brings to the community



The aim of the School Improvement Plan is to provide a framework for continuous school improvement, raising awareness and providing opportunities for all of the school community to engage in a growth mind-set and become positive learners so that our ethos of *Learning Without Limits* is the core focus of all that we do. We celebrate individuality and champion each child as a unique learner. Our continuous focus on school improvement, ensuring that we robustly review our goals, teaching styles and student support, creates a sense of growth and development across the whole school community. In addition to our genetic endowment, it is clear that personal experience, effort, education and training inform our unique journey through life, not just through school.

Our school vision includes robust and challenging whole school data targets to ensure a relentless focus on raising standards. This, coupled with a constant monitoring and evaluation of our whole school priorities enables our vision to be realised; and departmental and year team targets also ensure that the operational goals reflect our strategic direction.

1.2. Therefore, in order to fulfil our whole school aims the purpose of the School Improvement Plan is to:

1. Improve student self-esteem, motivation, aspiration and achievement
2. Communicate clearly to all stakeholders the school's planned direction and to enable us to share a common purpose
3. Assist financial planning
4. Provide a means by which we can measure our progress and success
5. Ensure coherence to resourcing and professional development
6. Provide, through the review process, an opportunity to celebrate our successes
7. Identify collectively our priorities for improvement and the processes by which this can be achieved

2. Our School Aims

2.1. To enable all students to develop their potential in our inclusive school community, we will:

- Ensure all students have access to an ambitious, broad and balanced curriculum, alongside additional enrichment, in preparation for their future and modern British life
- Deliver the highest standard of Quality First Teaching, ensuring all students achieve ambitious outcomes and develop a love of learning
- Develop a safe, caring and aspirational culture for all stakeholders through our values; embedding ambition, compassion, respect, dignity and courage in all that we do
- Ensure The Adeyfield Academy meets the needs of the local community and flourishes as the number one choice for all primary feeder schools.

To support the development of the Key Area, Department and Year Team Targets, full and detailed Action Plans underpin the activities undertaken to achieve these goals. This will be reviewed each half term for each Key Area to ensure a SMART focus on and accountability for outcomes.

In addition, the targets for focus identified in the last Ofsted Inspection on 28 February to 1 March 2018, have been addressed in the Ofsted Action Plan, which is separate to the School Improvement Plan.

Following consultation with the whole school community, we have reviewed and updated our three-year Strategic Objectives (2019-2022) to reflect the broader directional aim of the school:

- Leadership and Management – to promote the acquisition of cultural capital
- Quality of Education – to ensure consistency of high quality standards
- Personal Development – to promote The Adeyfield Academy values and how they relate to the British Community
- Behaviour and Attitudes – to promote resilience and active engagement in learning
- Quality of Education in the 6th form – to ensure consistency of outcomes across ALL subjects