

Developed from Staff & Governors working together during the
Strategy Day & the subsequent 'Emerging Themes Document'

IDENTITY * COLLABORATION * EXCELLENCE * FINANCE * DEVELOPMENT (Update April 22)

School Objective	Actions	Lead(s)	Dates	Cost	Success Criteria / KPIs	Evidence	Monitoring
IDENTITY							
Develop the existing iCollege offer through subject specific support to mainstream schools to enhance behaviour for learning in the mainstream environment	1. Identify a KS3 subject to be the pilot. ART	AHTRS HoDs	Autumn 21			1. Offer available to schools and pilot implemented	Management Committee x 6 annually
	2. Establish & compile content & implement with a pilot school. Suggested to JoG Dec21		Spring 2021			2. New website on line and compliant February 22	
	3. Roll out the programme.		22/23 academic yr			3. Values / mission statement visible on website	Governors' visits / triangulation
To review the mission statement to clearly identify the values of iCollege.	4. Develop further subject proposals	AHTC&W					
	5. Develop within other key stages.	Head / SLT	Autumn / Spring term 21/22	£5k			
	6. Mission statement and values revisited. Unit Wordles Dec 21			£1.5k£1.5k			
To establish a new website, which better reflects the strengths of iCollege / improves the on-line profile of iCollege	7. Research and engage appropriate web-site design company	Head / SLT Head, working group and governor	Oct 2021				
	8. Revise iCollege logo		Dec 2021 Nov 2021				

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	9. Research and engage appropriate photography company						
COLLABORATION To evaluate staffing as an effective resource managed across units To evaluate the use of off-site provision to provide economies of scale across iCollege	1. Consider the further development of a thematic curriculum across all phases 2. Consider staff vacancies / structure as appropriate 3. Increase the use of technology in effective pedagogy 4. Increase the use of 'lead lessons' Peer lesson observations Spring term 22 5. Consolidate the focus on stages not ages 6. Provide focused metacognition and self-efficacy CPD to curriculum staff INSET 04.01.21	AHTRS AHTRS	Spring term 2022 04.01.21	£500	• Teachers to improve professional understanding and skills to develop metacognition and self-regulatory approaches • Teaching across all subjects remains strong and promotes a love of and 'life-long' learning • Teachers continue to develop their delivery techniques by peer observation / 'lead' lessons	1. iCollege evidence from staff, learners and parents re technology fitness for purpose 2. Review undertaken, shared with governors and informs Technology/IT plans for 2022/23 and beyond.	Management Committee x 6 annually

INSPIRATION
INTEGRATION
INTERVENTION
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alternative education

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	7. Rosenshine independent practice						
EXCELLENCE							
Report progress in varied formats, which is accessible to a range of stakeholders	1. Look at Behaviour for Learning (Pro-Social Skills Development: additional communication needs) and how progress will be reported 2. Verify the reporting of progress in attainment INSET 04.01.21. Draft completed 21.01.21 3. Achieve the 'Rainbow Flag' Award 4. National Schools Mental Health Lead (x2)	Head, AHTC&W Lead Teachers	INSET 04.01.22	£100	<ul style="list-style-type: none"> Behaviour expectations are consistently high across all iCollege phases Staff have a good understanding of therapeutic thinking and can use these strategies to model, teach and promote pro-social behaviours Staff, learners and stakeholders can articulate the iCollege vision and know how to promote this to strengthen a consistent culture across sites NSMHL achieved and developments identified for 22/23 	1. Intent / Implementation / Impact statements 2. iCollege can evidence a culture valuing commonality and diversity by achieving the Rainbow Flag (part 1 passed April 22) 3. Academic report tracking indicates that learners' progress is in line/exceeds expected outcomes. 4. Learning walks indicate good levels of engagement and consistency 5. Learners can articulate progress and next steps	HTPM target (March 22 / Dec 22) Management Committee x 6 annually

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<p>FINANCE</p> <p>Work alongside the Local Authority and participate in the 'iCollege Review' to clarify funding mechanisms, services, and relative costs</p>	<ol style="list-style-type: none"> 1. Finance Committee to lead on internal review of iCollege financial structures and reporting 2. TORs agreed by iCollege Management Committee 3. iCollege Review Committee involving iCollege, Inclusion, Legal etc 4. Report to Heads Funding Group and Schools Forum 	<p>Finance Chair</p> <p>Finance Chair</p> <p>MS</p> <p>MS</p>	<p>Autumn terms 1 / 2</p> <p>FC 07.12.21</p> <p>06.09.21, 21.10.21, 18.11.21, 06/13.12.21, 12.01.22 & 24.01.22</p>	<p>None</p>	<ul style="list-style-type: none"> • iCollege budget is in line with whole school priorities • iCollege financial resources are used effectively • 'Invest to Save' opportunities actioned • iCollege demonstrates a positive contribution to WB Deficit Recovery Plan 	<ol style="list-style-type: none"> 1. TORs for internal review 2. Review completed with recommendations 3. Report discussed at HF and SF Spring term 2022 4. Report recommendations actioned for financial year 22/23 5. iCollege Financial Management eased via a 70% fixed / 30% volatile budget 	<p>Finance Committee review x 10 annually</p> <p>Heads Funding and Schools Forum Review x 6 annually</p>
<p>DEVELOPMENT</p> <p>To investigate all future options for the future of iCollege</p>	<ol style="list-style-type: none"> 1. Explore the benefits of academisation, federation, maintained etc. 	<p>Mang. C'ttee</p>	<p>Strategy Day 04.09.21 and follow up autumn term 21</p>	<p>£1k</p>	<ul style="list-style-type: none"> • Leaders have a positive impact on the future sustainability and security of iCollege 	<ol style="list-style-type: none"> 1. Improved standards? 2. Improved L & T? 3. Flexibility in staffing? 4. Flexibility of curriculum? 5. Value for Money? 	<p>Management Committee x 6 annually</p>

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						6. Operational flexibility; salaries, term dates etc?	
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Key Priorities 21/22, simplified	
IDENTITY Offer to schools; subject specific Out Reach Vision and Values Website	COLLABORATION Effectiveness of staff as a resource across sites; thematic curriculum, technology, metacognition, self-efficacy, Rosenshine independent practice Off-site economies of scale; Outdoor Academy
EXCELLENCE Progress reporting; academic and behaviour for learning / pro-social skills	FINANCE Internal review: structures and reporting External review: funding systems and services
DEVELOPMENT Future iCollege school designation	