



# Sheldon School

BE KIND | BE BRAVE | BE THE BEST YOU



## School Development Plan

2025-2028

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# Our Vision



To provide high-quality education, enrichment and pastoral care that improves the life chances of all students.

- Sheldon school is a family, where high quality relationships are at the heart of everything we do. We ensure that all students feel safe and cared for.
- We aim to ensure that every student can thrive regardless of social background, academic ability or special educational need.
- We recognise that education is more than what happens in the classroom and are rightly proud of the experiences students will receive through our extra- curricular offer, trips and visits.
- We pride ourselves on having the highest expectations of all students and staff.
- We are passionate about working together with parents and our wider community to ensure success for all our pupils.
- We are kind, brave and try our best at all times.



# Our Values

## BE KIND

the quality of being friendly and considerate

### Compassion

showing empathy towards others

### Gratitude

being thankful and showing appreciation

### Thoughtfulness

showing consideration for the needs of other people

*We are thoughtful and considerate about how we treat ourselves and others.*

*We always have good manners and we show gratitude towards others.*

## BE BRAVE

the ability to act independently and make the right decisions without direction

### Reflective

consideration of one's own actions

### Confident

owning your actions or decisions and making a positive contribution to school life

### Duty

a moral or legal obligation to do the right thing.

*We are confident and resilient people who contribute positively to our community.*

*We don't make excuses and we accept that we make mistakes, and we learn from them.*

## BE THE BEST YOU

trying your best to achieve success whatever that looks like to you

### Ambition

a strong desire to do or achieve something

### Grit

courage and resolve to see something through

### Stamina

the ability to sustain prolonged physical or mental effort

*We give 100% each and every day to be the best we can be.*

*We believe that success comes through hard work.*



# School Development Plan

2025-2028

## 1. High Quality Education

**Objective:** To deliver a consistently high standard of education that meets the needs of all learners, ensuring academic excellence, which creates well rounded students who contribute to society and are successful.

### Key Focus Areas

Curriculum Development	Adaptive Teaching and Inclusion	Checking for Understanding
Teaching and Learning	Alternative Provision	Develop Whole School Literacy

## 2. A Positive School Culture at the Heart of the Local Community

**Objective:** To create a safe, inclusive and nurturing environment where students thrive academically, socially and emotionally. Foster a sense of belonging and responsibility, both within the school and the wider community.

### Key Focus Areas

Character Education and Personal Development	Pastoral Care and Wellbeing	Extracurricular Activities
Positive Attendance	Diversity and Inclusion	Parental and Community Engagement

## 3. A Sustainable School that is Built and Staffed for 21<sup>st</sup> Century

**Objective:** To foster a culture of continuous professional growth and development for all staff, ensuring world-class teaching and leadership, while also committing to financial and environmental sustainability within the school community.

### Key Focus Areas

High Quality CPD	Work-Life Balance and Wellbeing for Staff	Recruitment and Retention
Leadership Development	Staff Collaboration and Sharing Best Practice	Financial and Environmental Sustainability



# 1. High Quality Education

**Objective:** To deliver a consistently high standard of education that meets the needs of all learners, ensuring academic excellence, which creates well rounded students who contribute to society and are successful.

## Key Actions

Curriculum Development	Regularly review and refine the curriculum to ensure it is broad, balanced, inclusive, and challenging. Ensure that it continues to meet the need of local businesses and the wider world.
Teaching and Learning	<p>Continue to embed Teach Like a Champion strategies in each and every classroom, with a focus on creating positive culture of coaching and professional curiosity. Continue to work with Steplab and the Ambition Institute to develop drop-ins and coaching across all staff at all levels. Create a common framework for lessons and structure that supports learning.</p> <p><b>Student Outcomes:</b> Maintain and improve academic performance by focusing on outcomes at every stage of a student's educational journey. Regularly monitor progress towards individual and cohort targets to drive excellence. Continue to work on embedding the <i>Revision Olympics</i> and <i>5hrs in</i> approach to support students in the build up to mock and external examinations and KS3, KS4 and KS5. Look to develop morning intervention/ structured revision at KS4 in English, maths and science to support students who are in need of additional support. Understand that the quality of instruction is a key driver in securing strong outcomes.</p>
Adaptive Teaching and Inclusion	Continue to provide tailored support for all learners, including those with special educational needs, disadvantaged, EAL (English as an Additional Language) students, and those requiring additional academic support due to poor attendance. To develop the whole school approach to intervention and support following assessment fortnights and ensure the curriculum has dedicated time to support and recap previous learning.
Alternative Provision	To establish an innovative and supportive alternative provision that provides students with a high-quality education focused on improving English and maths outcomes, as well as offering enriching and vocational opportunities, including forest school and outdoor activities.
Checking for Understanding	Enhance the use of formative assessment techniques to monitor progress and adjust teaching strategies particularly at Key Stage 3. Develop clear, accessible feedback systems that empower students to take ownership of their learning.
Develop Whole School literacy	Embed the whole school literacy plan; this includes subject disciplinary literacy, reading for pleasure, SparxReader, promote the use of FASE reading in lessons and adopt a positive culture about oracy in lessons. Provide targeted literacy intervention and support for students who have been identified through NGRT testing and KS2 results.
Success Criteria	<ul style="list-style-type: none"><li>• Improved GCSE and A-Level outcomes</li><li>• Increased number of students accessing post-16 opportunities, including apprenticeships and university placements</li><li>• Regular, positive feedback from students, parents, and stakeholders about the quality of teaching</li><li>• Improve whole school reading ages</li><li>• Positive student voice</li><li>• Successful lesson drop-in data</li></ul>



## 2. A Positive School Culture at the Heart of the Local Community

**Objective:** To create a safe, inclusive and nurturing environment where a student thrives academically, socially and emotionally. Foster a sense of belonging and responsibility, both within the school and the wider community.

### Key Actions

Character Education and Personal Development	Create a Sheldon Way document that describes the way we do things at Sheldon, which includes the traditions and unique opportunities students are given. Promote positive attitudes to learning and behaviour, through character awards, school leadership structure and utilising students as role models and ambassadors. Provide cultural and outdoor education experiences each year.
Positive Attendance	Continue to provide a positive, safe and caring environment for students, which fosters a love for Sheldon School and this is reflected in their attendance rates. Continue to embed the attendance systems and staffing to support those students and families who struggle to attend school. Utilise the new attendance team, to check and monitor lesson and daily attendance. Recognition of good attendance and promoting positive attendance.
Pastoral Care and Wellbeing	Strengthen the school's pastoral systems to ensure that every student feels supported and valued. Increase the support for students through non teaching pastoral care model for each year group. Continue to develop a whole-school approach to behaviour which will create a positive teaching and learning environment. Continue to develop student wellbeing, with student wellbeing champions, counselling services, Wiltshire Mental Health Team and a peer mentoring system.
Equality, Diversity and Inclusion	Celebrate diversity within the school and local community by embedding inclusive practices and promoting cultural awareness. Provide opportunities for students to engage with different perspectives and experiences, both locally and globally, so that all students feel valued and appreciated. Continue to develop strategic plans around equality, diversity and inclusion.
Extracurricular Activities	Provide a wide range of extracurricular activities that allow students to explore their passions, develop new skills, and build friendships. This includes a wide range of trips, clubs and school performance. Sign post students to local clubs and teams.
Parental and Community Engagement	Enhance communication with parents through regular updates, workshops, and collaborative projects (SSOF). Strengthen ties with local organisations, charities, and businesses to provide enrichment opportunities, work experience, and community service projects such as CAP 97 and Chippenham Sports Club.
Success Criteria	<ul style="list-style-type: none"><li>• High levels of student engagement and participation in extracurricular activities</li><li>• Positive attitudes toward school and high levels of student satisfaction with wellbeing support</li><li>• High levels of attendance and low persistent absence rates</li><li>• Strong community partnerships and involvement in local projects</li><li>• Increase in numbers in Year 7 and Sixth Form</li></ul>



# 3. A Sustainable School that is Built and Staffed for 21<sup>st</sup> Century

**Objective:** To foster a culture of continuous professional growth and development for all staff, ensuring world-class teaching and leadership, while also committing to financial and environmental sustainability within the school community.

## Key Actions

High Quality CPD	Provide a robust, evidence-based professional development programme for staff at all levels. This includes a blend of in-house training, external courses, mentoring, and coaching. Ensure CPD is aligned with the latest educational research and school priorities. Work with Steplab and the Ambition Institute to develop TLAC strategies and instructional coaching fully across the school.
Leadership Development	Develop a clear pathway for leadership development at Sheldon School, including opportunities for staff to take on leadership roles, both within their subject areas and across the school. Support future leaders with tailored training and mentoring to ensure sustainable leadership.
Work-Life Balance and Wellbeing for Staff	Ensure that staff wellbeing is prioritised through flexible working practices, (flexible PPA), mental health support, and a healthy school culture. Recognise the importance of work-life balance to maintain high levels of staff morale and retention. Develop the use of AI to reduce staff workload and streamline working practical processes.
Staff Collaboration and Sharing Best Practice	Promote a culture of collaboration where staff share effective teaching strategies, innovations, and resources. Create regular opportunities for collaboration, to improve practice and outcomes with high performing schools.
Recruitment and Retention	Attract, recruit and retain high-quality staff who are committed to the vision and values of Sheldon School, fostering a positive and supportive work environment that encourages professional growth and job satisfaction.
Financial & Environmental Sustainability	Plan for our financial security and commit to becoming a more sustainable school by reducing the environmental impact of the school's operations. This includes improving recycling, energy efficiency, sustainable food sourcing, and promoting environmental awareness through the curriculum.
Buildings and Equipment	Enhance and maintain the school's buildings and equipment to create an inspiring, safe, and welcoming environment that motivates staff and students, supports high-quality teaching and learning, and strengthens the school's appeal to prospective employees. Ensure that the GEMS plan is kept at the forefront =and the school plans strategically to plan and pay for this.
Success Criteria	<ul style="list-style-type: none"><li>Increased participation in CPD and leadership development opportunities</li><li>Positive feedback from staff regarding professional growth and support</li><li>Clear evidence of environmental sustainability initiatives, including reduced energy consumption and increased recycling</li><li>High levels of staff retention and satisfaction</li><li>Ensure school is financially viable</li></ul>

