

LICHFIELD CATHEDRAL SCHOOL DEVELOPMENT PLAN

Academic Year 2008/9, [updated September 2008, added to January 2009]

	Strategic Aims	Target Date	Responsibility	Lead Action
1	Complete the expansion to Year 11 and provide for the highest standards in education through to GCSE.	Ongoing	Governing Body	Headmaster
2	Provide for Sixth Form education as soon as possible after Summer 2010, completing the restructuring into Junior, Middle and Senior.	Ongoing	Governing Body	Headmaster
3	Consolidate all developments at Longdon Green, embedding the highest possible educational standards.	Ongoing	Governing Body	Leadership Group
4	Conclude a review of the purposes and identity of the School, bearing in mind its religious character and its charitable purpose.	Carried forward	Governing Body	Governing Body
5	Clarify the formal relationship with the Cathedral; re-visit the principles laid down in the Declaration of a Deed of Trust; and conclude with incorporation into a Company Limited by Guarantee.	Carried forward	Governing Body	Clerk (Bursar)
6	Uphold and develop the system of sustainable and continuous improvement across all aspects of school life, particularly academic.	Ongoing	Governing Body	Headmaster
7	Develop stronger relationships and more effective partnerships with the wider school community, and local, national and international educational & business communities, to support the school's aims and objectives.	Ongoing	Governing Body	Headmaster

	General Development	Strategic Aim	Target Date	Responsibility	Action
8	Prepare for the introduction of Year 11 in September 2009.	1	September 2009	Headmaster	Leadership Group
9	Formulate a clear plan for the possible addition of a Sixth Form and inform all members of the community.	2	Spring 2009	Governing Body	Headmaster
10	Consider charitable purpose through a thorough audit of public benefit.	4	Spring 2009	Governing Body	Bursar
11	Clarify the school's position over possible inclusion in the Academy programme.	4	Autumn 2008	Governing Body	Headmaster
12	Continue the process of Strategic Review: set targets, action and coverage	6	Ongoing	Education Committee	Headmaster
13	Review the procedures of governance, including the briefs for sub-committees	6	July 2009	Governing Body	Bursar
14	Review of Health and Safety Policy	6	Autumn 2008	Bursar	Consultant/ Facilities Manager

	Building Development	Strategic Aim	Target Date	Responsibility	Action
15	Make arrangements for improved accommodation of PE, Drama and Art/DT Departments	1	As possible	Headmaster	Bursar
16	Add a Physics Laboratory to the current chemistry and biology labs to complete the development of the science department	1	Summer 2009	Headmaster	Bursar/Phoenix Beard
17	Consider the best use of Bird Street Annexe	1	September 2009	Headmaster	Deputy Head
18	Extend the facilities at Longdon through the creation of further accommodation for the Foundation Stage; remove the temporary Nursery accommodation.	3	Summer 2010	Headmaster	Bursar/Phoenix Beard
19	When appropriate, acquire adequate accommodation for Senior School education.	2	When appropriate	Governing Body	Bursar

20	Continue to investigate the siting, and building of a sports hall	6	Ongoing	Headmaster	Bursar/Phoenix Beard
21	Permanently relocate the Headmaster's residence	6	September 2009	Headmaster	Bursar
22	Improve the quality of all facilities and grounds.	6	Ongoing	Bursar	Facilities Manager

	Curriculum/Academic Development	Strategic Aim	Target Date	Responsibility	Action
23	Completion of academic process and systems through to GCSE level	1	September 2009	Headmaster	Deputy Head
24	Investigate Sixth Form curriculum options	2	Ongoing	Headmaster	Deputy Head
25	Review curriculum coherence from Year 1 to Year 4	3	Summer 2009	Deputy Head	Head of Junior School
26	Improve the level of coverage of the Learning Support Department at Longdon for both lower and higher ability range	3	Autumn 2008	Deputy Head	Learning Support Coordinator
27	Develop a stronger system of transfer of information from Year to Year	3/6	Summer 2009	Headmaster	Leadership Group
28	Introduce CATs tests in place of NFER for baseline assessment purposes	6	Autumn 2008	Headmaster	Deputy Head
29	Provide a richer and more rewarding learning environment for brighter pupils; encourage Years 5 & 6 to remain at the school through to secondary years.	6	Current	Headmaster	Leadership Group
30	Develop awareness and action on the environment across the curriculum	6/7	Ongoing	Headmaster	Leadership Group
31	Embed Life Skills and Community Action within the senior curriculum	7	Autumn 2008	Deputy Head	Life Skills teachers
32	Develop a Virtual Learning Environment (VLE) in partnership with others	7	Ongoing	Headmaster	Network Manager/ Head of ICT

	Pastoral Development	Strategic Aim	Target Date	Responsibility	Action
33	Strengthen further the role of Form Teacher, and the support mechanisms in Year Groups	6	September 2008	Headmaster	Leadership Group
34	Review strategies for behavioural management	6	Autumn 2008	Headmaster	Head of Middle School
35	Extend the House system down to Year 2	3	Autumn 2008	Head of Junior School	Class Teachers

	Staff Development	Strategic Aim	Target Date	Responsibility	Action
36	Redefine the role of Head of Department;	6	September 2009	Education Committee	Headmaster
37	Establish the academic support staff as Learning Support Assistants (previously Classroom Assistants).	3/6	Autumn 2008	Headmaster	Coordinator of Learning Support
38	Appointment of staff as necessary for Year 11 GCSE subject teaching	1	Sept 2009	Education Committee	Headmaster
39	Review of all contracts of employment	6	Ongoing	Headmaster	Bursar
40	Establishment of rigorous appraisal and review system	6	Summer 2008	Governing Body	Headmaster
41	Staff Salary review	6	Spring 2009	F & GP	Bursar

	Financial/Support Development	Strategic Aim	Target Date	Responsibility	Action
42	Update of Five Year Financial Forecasts and Twenty-Five Year Investment and Borrowing Policy to ensure viability of development plans	2/3/6	Autumn 2007	Governing Body	Bursar
43	Prioritise and respond to the Action Plan produced through the audit of the Development Office, and introduce new funding streams.	7	Autumn 2008	Bursar	Development Officer
44	Implement new strategies for the marketing of the School, including the development of the website.	6/7	Spring 2009	Headmaster	Marketing Director
45	Implement new systems for the award of Scholarships and Bursaries	6	Summer 2009	Headmaster	Bursar
46	Consider further the school's and the cathedral's obligations towards the chorister body, and the Girl's Choir, and the relevance of boarding	6/7	Ongoing	Governing Body	Headmaster

	Resources Development	Strategic Aim	Target Date	Responsibility	Action
47	Ensure that ICT systems are operating effectively for the benefit of the children's education and for the administrative efficiency of the school as it diversifies	1/3/6/7	Ongoing	Leadership Group	Network Manager
48	Continue to strengthen the libraries in School House and Longdon; develop the new Senior Library in the Palace	1/3	Autumn 2008	Leadership Group	Head of English/ Librarian
49	Review resources as appropriate for GCSE teaching	1	Spring 2009 for Sept	Leadership Group	Heads of Department

END

Appendix: Future Process and Updates

1. Establishment of priorities by Leadership Group and Governors, Summer Term
2. Update and publish for staff prior to Christmas Term
3. Share and discuss with Staff, September
4. Update or add to as necessary
5. Publish on website for User reference, September
6. Termly review and action plan by Leadership Group and Governors
7. Evaluation in Summer Term

Peter Allwood
Headmaster
Update: January 2009