Lonsdale School Strategic Plan 2019 -2023

We believe in understanding one another today and learning together for tomorrow.

Lonsdale Learning for Life!

Our children, young people and parents tell us they want flexible and enthusiastic staff who have knowledge, skills and resources to understand each individual and to coproduce unique learning pathways.

We believe that Lonsdale's curriculum and professional learning is purposeful and sequential to prepare lifelong learning for all.

Lonsdale – Learning for Life!

The purpose of our school is to prepare our pupils so that they thrive, succeed and find happiness in their adult lives.
We are sending our young people into a fast changing world and we want them to take advantage of all the opportunities that will be open to them.
We want our pupils to achieve the best they can in their studies, but we also want them to develop character and a positive approach to their lives alongside their study.
Our school is a community and we believe that young people learn as much from each other as they do from the people supporting them.
We believe that our pupils learn as much in their activities outside the classroom as they do in lessons.
We support our pupils and their families to know and apply their rights and entitlements as citizens. And we want them to live as full members of our society with respect and tolerance for others.
We ensure emotional Wellbeing for pupils and staff as a Community.

Ensuring Excellence

We believe in a varied and creative approach to teaching and learning.
We want to inspire our pupils to learn in whatever way is best for them.
And we want them to enjoy being at school.
Above all we want our pupils to be ambitious for themselves and for what they can achieve. We want them to reach their full potential; to believe in themselves and to have hopes for their future.

- We want our pupils to grow up to be healthy, stay safe, enjoy their achievements, make positive contributions and work towards achieving economic well-being.
- We believe in a person-centred, holistic approach to developing the whole person, and in working with all people involved with a person to create individualised learning pathways and a wide ranging offer of opportunities which will benefit individuals and lead to the best outcomes. Specialist teachers and support staff as well as networking and collaborative working with others will allow us to widen our curriculum offer.
- We have and set high expectations to ensure teaching and learning across all areas is the best it can be.
- We have the vision to achieve excellence in teaching and learning of PNI pupils, that merits sharing with others.

Enriching Lonsdale Curriculum through Active Positive Pedagogy – “I know, I can’

Our curriculum meets the diverse needs of all our pupils. We believe that all pupils are entitled to participate in education which is broad, balanced and relevant to personal needs and abilities. Our innovative curriculum reflects the time and society we live in. We believe that pupils learn best when they are active participants in planned educational experiences, appropriate to their level of development.

Lonsdale School is a WAS Award School and we will:

- offer provision and interventions that match the needs of our pupils and staff
- raise awareness of the importance of mental health awareness as part of our Relationships Education, Relationship and Sex Education, and Health Education which is age appropriate, sequential and co-produced with families
- capture the views of parents, pupils and teachers on mental health issues
- offer our young people and their families bespoke counselling support tailored to their individual need.
- support our staff by offering them clinical supervision and to develop a psychological/self-care programme

Student and staff wellbeing and resilience - 'I am'

We believe in promoting mental health as part of every day school life for all members of our school community. Improving the emotional wellbeing is in the heart of our person-centred approach. We are committed to ensure that mental health problems are identified early and appropriate support provided

- The Governing Body and the school leadership team will ensure that the required infrastructure and resources are in place to offer staff CPD
- Staff are engaged in the review and development of their job standards/roles.
- Staff have personalised learning pathways to develop in their roles
- Staff job satisfaction, training needs and wellbeing is surveyed twice a year to gauge staff views and provide the school with reliable and relevant data.
- The school has clear succession planning across all areas and levels of the school.
- Staff recruitment and resourcing is dynamic and appropriate
- There is a clear staff-reward scheme in place that will recognise commitment, professional knowledge and skills, talent and impact upon the whole school community.

Staff development and wellbeing – Professionalism with compassion

We believe that we can be a centre of excellence by 2021 with a flexible, motivated, knowledgeable and highly skilled workforce who can confidently deliver the curriculum with clear intent, implementation and an impact that can promote lifelong learning for all.

- We are committed to provide opportunities for pupils and staff to take part in outdoor learning, trips and visits to extend their understanding of the world in which they are living, challenge their thinking, encourage them to communicate to different audiences and be brave when in new situations.
- We encourage pupils to engage with collaborative activities, charitable and/or fundraising events and clubs to a make difference in their communities and to become active citizens in their community and the world.
- We support our pupils to develop wider understanding of assistive technology that is available to promote independence in their daily lives and to become autonomous.

Making friends and sharing our lives

We believe that we are stronger together and we have so much we can learn from each other. Lonsdale pupils and staff are encouraged to reach out to access learning in different environments and to network. This means taking part in a wide range of community activities and events.

- We will seek opportunities to share expertise with our external partners to develop our staff teams.
- We will encourage and nurture evidence-based research projects undertaken by our staff and celebrate their professional development by publishing in-house research
- We will launch The Lonsdale Learning Centre which will offer a wide range of courses and events to promote learning, collaboration and information sharing.
- As a pdnet Champion School we will promote and deliver training courses for professionals and parents using high quality pdnet resources.
- We will continue our commitment to 'Improving the Outcomes for students with SEND: Change across a number of schools – project' to create a common assessment/framework system for students with SEND
- We will establish new research partnerships with our partner universities

Innovation and evidence-based research – Centre of Excellence

We believe that everyone is entitled to learn and achieve their potential throughout their lives. Lonsdale pupils and staff have a passion for learning and we are inspired to follow our dreams. This includes staff opportunities to collaborate with other schools, colleges, universities and organisations.

- Our school offers a bespoke and meaningful curriculum with clear intent, implementation and impact markers which are robustly reviewed and evaluated.
- Our school is fully compliant with all statutory requirements and continues to excel in areas where new systems, frameworks and/or standards are introduced.
- Our school has robust financial systems to monitor the effective use of public funds and can demonstrate how specific funds are used successfully to enhance pupils' learning outcomes and demonstrate clear impact.
- Our school has effective and detailed risk management plans to cover all areas of the school life.
- Our school has detailed, person-centred professional learning pathways for staff which will encourage and motivate progression and continued professional development across all staff teams.

Enhancing Quality

We believe that a school is four walls surrounding the future. Our role is to nurture the next generation whilst promoting lifelong learning for our staff. We are committed to providing our staff and pupils with an environment, resources and systems to enhance their journeys.

Lonsdale is a school for physically and neurologically impaired young people aged from 3 to 18 years. Each of our pupils has unique and sometimes complex needs.

In addition to a physical or neurological impairment, some pupils may have sensory loss, a medical condition or associated difficulty in learning.

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Lonsdale School Students, Staff, Governors and Parents

www.lonsdale.herts.sch.uk