



# Christ the King College

## Governor's Strategy

2018 - 2020

## **Vision Statement**

An inclusive, aspirational Christian College where everyone has the opportunity to achieve their potential . . . and beyond.

## **Mission Statements**

- To be a beating heart of Christian education
- To inspire our community to go beyond expectations
- To develop and celebrate the talents we have been given

## **Values**

- To hold Christian values
- To be respectful of ourselves and others
- To be inclusive of all in the Isle of Wight community
- To be fair to all
- To challenge each other to greatness
- To act with integrity

## **Strategic Aims of Christ the King College**

### **2018 - 2020**

1. To promote the Christian ethos and values of the school
2. To provide high quality, consistent and aspirational Teaching and Learning
3. To invest in our leadership, governance and staff
4. To improve our stewardship of resources
5. To improve our data management and processes, especially Safeguarding
6. To significantly improve the way we communicate

## **To promote the Christian ethos and values of the school.**

How do we do this?

To accomplish this we will over the next two years:

1. Improve Chaplaincy capacity in the school;
2. Develop a sense of caring for each other, address all forms of bullying;
3. To ensure our faith is a golden strand in Teaching and Learning and the Social, Moral, Spiritual Cultural and pastoral care of the school;
4. Strengthen connection with local churches, Diocese and other faith schools;
5. To develop social awareness of Christian Social Teaching – and live it in the school;
6. To investigate opportunity to live our values in community, between generations and bring our faith alive;



## **To provide high quality, consistent and aspirational Teaching and Learning.**

How do we do this?

To accomplish this we will over the next two years:

1. Create, and deliver, an holistic curriculum that supports all students;
2. Set aspirational targets for students, challenging all to strive for excellence and go beyond their potential;
3. Develop a culture for learning within the College where students take responsibility for their behaviour and learning, thrive on challenge, and strive to achieve;
4. Develop a shared vision and understanding of high quality and inspirational teaching and learning;
5. Provide effective and innovative support and training for teaching staff so that this vision is consistently delivered and staff can be the best that they can be;
6. Develop and implement effective systems to monitor and evaluate teaching and learning, as well as appropriate intervention and support strategies where teaching and learning is identified as less than good.

## **To invest in our leadership, governance and staff.**

How do we do this?

To accomplish this we will over the next two years:

1. Ensure a distributive leadership model;
2. Recruit high quality governors with the necessary skill sets;
3. Introduce new induction and training procedures for governors and explore training opportunities for the full governing body;
4. Implement fully the actions from the Governance Review;
5. Invest in high quality training for staff to promote opportunities for career progression and succession planning;
6. Recruit high quality staff and develop strategies to encourage potential applicants;
7. Celebrate successes of the College and students, and the achievements of the College.

## **To improve our stewardship of resources.**

How do we do this?

To accomplish this we will over the next two years:

1. Actively seek a satisfactory solution to the College's accumulated deficit.
2. Explore further opportunities for income generation
3. Review the College staffing structure to streamline functions where possible and/or build capacity where most needed.
4. Develop a comprehensive staff wellbeing and staff benefit programme to ensure and improve a healthy College workforce and improve staff morale, recruitment and retention.
5. Build a staff development (CPD) programme that offers personal and professional development, career progression opportunities, succession planning.
6. Utilise the opportunities offered by the new building
7. Develop a premises development programme that ensures that all the College's facilities are used most effectively and efficiently

## **To improve our data management and processes, especially Safeguarding.**

How do we do this?

To improve the management of data and other processes, including safeguarding we will:

1. Undertake a thorough evaluation of the systems and processes in place, ensuring clarity, data is fit for purpose, with a clear line of sight between governors; vision, mission and outcomes. (Using an appreciative enquiry approach);
2. Establish a programme of data monitoring, evaluation and review, with clear milestones and deliverables;
3. Standardise the approach to the use of data across the whole school, describing how each level will contribute to and use data;
4. To train all staff, governors and stakeholders on the use of data, and how to use it with accuracy and integrity;
5. To monitor the impact of the new data management cycle through SLT and governors meeting and reports;
6. To establish external peer review of our processes, reporting to governors in order to moderate on judgements.

## **To significantly improve the way we communicate.**

How do we do this?

To significantly improve the way we communicate with staff, students, parents, governors, other schools, the faith community and local community we will:

1. Review the effectiveness of the way that we communicate with parents;
2. Ensure we establish a trust system where concerns are addressed, to minimise complaints so they are dealt with in a timely and respectful way;
3. Review our communications with other schools in order to improve, particularly cross-phase with feeder schools;
4. To improve our presentation of appropriate and consistent data to parents and stakeholders, e.g.: Performance and Attendance;
5. To ensure we use an appropriate and mutually respectful way of communicating with all our stakeholders;
6. To consult main stakeholders reporting this strategy and publish;
7. This is to be reviewed in 18 months.

