

Manage change successfully

- CPD in the Summer Term '17 will develop the potential to increase and diversify learning in specialist spaces and the wider school
- Familiarisation tours will be conducted in the Summer Term
- Photographs of key spaces will be e-mailed out to families and out on the website
- Each learner to 'pack' their special memory of Glenwood to take with them
- CPD in the Summer Term will focus on planning around everyone's specific role and joint responsibility for the move
- Post-16 staff will be returning from the SEEVIC site and will be re-integrated through the buddying system
- The induction package for new staff must reflect *The Glenwood Way*
- We will define routes for learners and staff around the new building
- Meetings will be planned in different rooms around the new school; we will keep a log to ensure coverage
- The induction package for new staff must reflect *The Glenwood Way*
- 'Keep checking' with families and other professionals that the experience of the new school is positive

Work in partnership with our families

- We will embed the use of a web-based app in order that parents will have greater access to information about milestones and are enabled to continue learning at home
- Further effective ways of transferring the knowledge about what works for the young person to the next placement will be developed
- The potential of the Independent living area in the new school will be maximised; making household tasks more realistic and functional and increasing the variety of experience

Maintain rigorous safeguarding that impacts on positive outcomes

- We will improve and develop effective record keeping and follow-through notes to ensure a water-tight chronology
- We will develop the analytical practice of the senior team
- Safeguarding information on our web-site will be easier to access

The very best outcomes for our learners at the centre

Sustain and strengthen our expertise

- Governors will routinely seek and analyse external feedback and look outwards to where other outstanding practice exists
- Develop 'So What?' case studies will be developed to learn more about how we can improve our systems and communicate our intent more clearly to governors, parents, other professionals and new staff
- We will illustrate our assessment cycle so staff fully understand the links between the stages and what is expected of them
- Develop Learning Journeys under one format to be reflective and to analyse 'what works'.
- Develop targets specifically around physical functions and minimising deterioration and deformity: Investigate working with 'Move' programmes

Influence and be influenced by best practice in the Local Area

- The Headteacher will work with the Essex Statutory Teams to improve the EHCP process and practice for schools
- The Headteacher will work with the Principal EP for Essex to develop effective funding allocation for High Needs
- Leaders will advise the wider LA and individual schools about identifying and meeting needs