



<b>QUALITY OF EDUCATION</b>	Target 1: For the percentage of pupils who achieve the expected standard and above in Reading, Writing and Maths combined to increase across year groups, with particular reference to children who may be in vulnerable groupings.
	Target 2: To embed our enhanced provision for Writing at school, ensuring a depth of understanding and skills for pupils
	Target 3: To continue to strengthen the updated provision for Reading at school, ensuring it is consistently applied across all classes
	Target 4: In line with the vision and aims of the school, continue to review the curriculum provision so that a renewed 'Harborne Curriculum Offer' is implemented that is ambitious, inclusive, broad and balanced, coherent and structured so that skills progress in a manner that deepens understanding further and impacts long term memory for pupils.
	Target 5: To embed the inclusion system at school, so that SEND pupils receive high quality provision that meets the SEND Code of Practice and make accelerated progress.
	Target 6: To implement a system of Peer Coaching to implement Continuous Professional Development which is linked to strengthening the curriculum delivery of the school and its strategic aims.

<b>LEADERSHIP AND MANAGEMENT</b>	Target 1: To ensure that the school remains prepared for external inspections and quality assurance.
	Target 2: To continue to strengthen the effectiveness of the governing body so that it supports and challenges school staff.
	Target 3: To identify opportunities to update modes of communication with the parental community, so that they have access to high quality timely information.
	Target 4: To expand performance management system so that Year Group Leaders performance manage members of their team.
	Target 5: To enable the effective distribution of Teaching Assistants to meet the provision need for SEND, thereby supporting learning across school and facilitating the independence of pupils.
	Target 6: To use our proactive safeguarding provision and culture to ensure that pupils and families are supported to live safely in their context.
	Target 7: To ensure that all colleagues have greater clarity over their job responsibilities and position within the wider organisational structure.
	Target 8: To grow a culture of mutual support and learning so that staff have a positive impact, thereby supporting strong mental health and HPS remaining a positive place to work.
	Target 9: For HR and Finance Systems to be developed in line with best practice.



<b>BEHAVIOUR AND ATTITUDES</b>	Target 1: To fully implement behaviour systems at HPS so that positive learning behaviours are systematically managed proactively.
	Target 2: To write and implement a revised Attendance Policy in line with the DfE's 'Working Together To Improve School Attendance' that is understood by all members of the school community.
	Target 3: To seek the ongoing views of pupils and wider school community so that their attitudes and perceptions are incorporated into action planning for organisational change
	Target 4: To further develop the role of Lunchtime Supervisors whilst working with pupils

<b>PERSONAL DEVELOPMENT</b>	Target 1: To deliver an ambitious enrichment offer that provides opportunities for our children to learn about leading healthy, safe and fulfilled lives, supporting them to grow into confident and responsible citizens who make good choices, through learning in the classroom and beyond.
	Target 2: To investigate the UNICEF Rights Respecting School Award
	Target 3: To train the core group of staff to implement the tool 'My Happy Mind' for our school community, enriching and enhancing the teaching of Health and Wellbeing within our continually strengthening PSHE/RHE curriculum
	Target 4: To continue with the review and further development of the PSHE curriculum, consulting with wider stakeholders as appropriate.