



St John's  
Church of England  
Academy

*Part of the*



Durham &  
Newcastle  
Diocesan  
Learning  
Trust

Strategic Vision  
2022 - 2023

## Background

St John's Church of England Academy is a popular, successful school that is very proud of its achievements. The staff and Local Academy Councillors are firmly committed to building on our successes whilst being aware of the contextual and national challenges of a changing educational landscape. The aim of our vision is to provide a clear statement of how we intend to achieve our mission and remain an outstanding provider of education in the community.

To achieve this, we must be reflective and prepared to challenge and explore new ideas. We embrace change that improves outcomes for our pupils but are always underpinned by our clear Christian values.

## Our Mission Statement



*Guided by God to be the best that we can be.*

**We will seek to attract, retain and develop high calibre staff in all positions. Staff must be passionate about making a difference to the children in our community.** High performing staff is the key to the success of the academy and its greatest asset. The academy is committed to ensuring that St John's is a rewarding, enjoyable place to work, where the staff are highly motivated to self-improve within a supportive performance management process to identify areas for personal development. A healthy work life balance is vital to ensure that staff come to school every day and excel in their role.

**Achievement will be outstanding, with attainment above the national average. Pupils will make at least expected progress from starting points, with many making more than expected.** We will strive to sustain and build upon our existing outstanding attainment by continuing to focus closely on standards and the tracking of individual pupils to ensure that every pupil reaches their full potential in each stage of their development. Local Academy Councillors and Senior Leaders will continue to set challenging targets and monitor performance so that all children can experience success.

**Teaching will be highly engaging, which is essential to high quality learning – learning, in all its forms, is our highest priority.** This will be underpinned by effective assessment and personalised feedback about how each child can further develop. Leaders will closely monitor and evaluate the quality of outcomes for pupils in the pursuit of excellence for all. Leaders will insist on high standards, challenging targets and hold staff to account. This will be done in a respectful, professional manner based on high quality training and coaching from the Trust and other educational professionals.

**Our curriculum will be relevant, engaging, broad, balanced and fully inclusive. It will meet the academic needs of the pupils but also equip them with the skills, attitudes and Christian Values that will enable them to be responsible citizens, fully prepared to access the next stage in their education.** We will continually review the curriculum to make it more exciting and engaging, where pupils take more responsibility for their own learning whilst retaining a strong focus on basic skills and mental health and wellbeing. We will develop entrepreneurial skills,

embed outdoor learning and use the arts, music and sport to ensure that every child has the opportunity to develop their talents and interests. We will continue to take advantage of technology to engage our parents and provide children with remote learning. We are very proud of our curriculum accreditations and believe that these are beneficial processes in working towards excellence. We will continue to work towards gaining further accreditations decided by school priorities.

**Our pupils will enjoy coming to school, feel safe and demonstrate high levels of respect for staff and each other. They will actively challenge all forms of discrimination.** They will know how to keep themselves safe and healthy, both physically and mentally, and will leave us as confident, valuable members of the community with strong, moral values.

**We will work collaboratively with all stakeholders and the wider community to deliver excellence, focusing on reducing barriers to learning particularly for those in challenging circumstances.** The highest quality of care and personalised support for our pupils' well-being will be given in order to ensure pupils maintain a positive attitude to themselves, school and life so that they are able to achieve their full potential. We will continue to build on our excellent partnership with parents to further involve them in their child's learning. We will continue to actively develop our partnership with other schools and academies to improve outcomes for our pupils.

We will continue to develop and improve the building, grounds and facilities in order to increase sustainability and provide a vibrant, stimulating working environment, conducive to learning in the 21<sup>st</sup> century.

**Our agreed aims help us to achieve our mission and strategic vision. We intend to:**

- Create a safe, happy and caring learning environment, where everyone is welcomed and valued as a unique individual within the eyes of God and each other.
- Provide a broad, balanced, relevant and inclusive curriculum, which offers all pupils the widest range of educational opportunities in order to inspire a love of learning and prepare them for the next phase in their education.
- Create a positive culture and raise individual self-esteem through praise and independence so children are not afraid to make mistakes and become confident, active learners.
- Encourage pupils to develop spiritually, mentally, physically, culturally and morally into well balanced, reliable citizens who take responsibility for themselves, their school environment and the wider world.
- Ensure that equal opportunities are provided for all.
- Work in effective partnerships with Local Academy Councillors, families, feeder schools and other agencies, to ensure that every child matters and no child is left behind.
- Commit to excellence for all and through the process of continual reflection and evaluation, constantly strive to improve.