ESPS Four-Year Strategic Goals (2023 - 2027)

ESPS was inspected by Ofsted in April 2023 and achieved the 'outstanding' grade in all areas. ESPS governors held a strategy day at the end of June 2023 to determine the school's medium-term goals following this recognition of outstanding practice. Our four-year goals (2023-2027) were established after consultation with the headship team, senior leaders, the governing body, input from staff (through INSET days and the annual staff survey), pupils and parents.

Our goals support the school's vision: 'Our purpose is to nurture happy, confident children who think deeply about themselves and others in preparation for the challenges ahead.
We do this by inspiring and celebrating: curiosity and love for learning; collaboration and kindness; creativity and enthusiasm; resilience and achievement.'

Teaching and Learning Four-Year Goals	2023/2024 Priorities	2024/2025 priorities	2025/2026 priorities	2026/2027 priorities
To maximise Progress and Attainment for each child through the delivery of: • a broad, exciting and inclusive curriculum; and • research-informed teaching strategies, including Thinking School methodologies and opportunities to support working memory and retrieval.	Maximise the progress for all to close attainment gaps ensuring children meet age expected standard or beyond through the implementation of research-informed teaching strategies. Maximise the impact of targeted interventions to ensure progress is maximised for all pupils, with particular attention to those with SEN.	Maximise the progress for all, ensuring children meet age expected standard or beyond through the implementation of research-informed teaching strategies. Maximise the progress and attainment for pupils with SEND and PPG.	Maximise the progress for all, ensuring children meet age expected standard or beyond through the implementation, and excellence in practice, of research-informed teaching strategies (e.g. QfT+ principles, instructional coaching, Thinking Schools, oracy teaching and strategies explored through StepLab modules). Maximise the progress and attainment for pupils with SEND and PPG.	Maximise the progress for all, ensuring children meet age expected standard or beyond through the implementation of research-informed teaching strategies. Maximise the progress and attainment for pupils with SEND and PPG.
To ensure the school continues to give children the skills, knowledge and ambition to be "environmentally intelligent" citizens who think responsibly about the wider world.	Maintain a broad and balanced curriculum for all, including strong subject leadership, Thinking Schools and Environmental Intelligence.	Maintain a broad and balanced curriculum for all, including strong subject leadership, Thinking Schools, and Environmental Intelligence.	Use high quality reading and writing curricula to support pupils to achieve well across the broad and balanced curriculum, both the National Curriculum and beyond (e.g. environmental curriculum, Thinking Schools tools for life).	Maintain a broad and balanced curriculum for all, including the strengthening of assessment in PSHE, and pupils' understanding of the world around them through a strong British Values and Relationships Health Curriculum

Children, Families and Community Four-Year Goals	2023/2024 Priorities	2024/2025 priorities	2025/2026 priorities	2026/2027priorities
To achieve and maintain a full school (95% occupancy and 97% attendance).	ESPS is a school of choice for families in the community (evidenced by 95% occupancy), promoted and recognised for its strong core values, inclusivity, achievement and leadership in innovative teaching and learning. Achieve 97% attendance for all pupil groups.	ESPS is a school of choice for families in the community (evidenced by 95% occupancy), promoted and recognised for its strong core values, inclusivity, achievement and leadership in innovative teaching and learning. Achieve 97% attendance for all pupil groups.	ESPS is a school of choice for families in the community (evidenced by 95% occupancy), promoted and recognised for its strong core values, inclusivity, achievement, and leadership in innovative teaching and learning. Achieve 97% attendance for all pupil groups.	ESPS is a school of choice for families in the community (evidenced by maintaining at least 95% occupancy), promoted and recognised for its strong core values, inclusivity, achievement, and leadership in innovative teaching and learning. Achieve 97% attendance for all pupil groups, with particular attention to reducing persistent absence.
To enhance staff and pupil wellbeing across the school.	Wellbeing of pupils and staff is enhanced, celebrated and promoted.	Wellbeing of pupils and staff is enhanced, celebrated and promoted.	Achieve the Attachment Aware Silver Award to recognise, celebrate and enhance the school's commitment to promoting wellbeing of pupils, staff and the wider community.	Maximise wellbeing of pupils and staff through exceptional provision in personal development and wellbeing.
ESPS continues to be recognised as a beacon of outstanding education.			To share exemplary practice and support local partners.	

Resources Four-Year Goals	2023/2024 Priorities	2024/2025 priorities	2025/2026 priorities	2026/2027 priorities
Identify sustainable school structure that enables cost effective operation, whilst balancing: wellbeing, staff satisfaction and pupil outcomes.	Identify sustainable school structure that enables cost effective operation whilst balancing: wellbeing, staff satisfaction and pupil experience.	Support a sustainable school structure that enables cost effective operation, whilst balancing: well-being, staff satisfaction, and pupil experience.	Mitigate the financial threats to the school by continuing to sustain a cost-effective operation whilst balancing: wellbeing, staff satisfaction, pupil experience and	Mitigate the financial threats to the school by continuing to sustain a cost-effective operation whilst balancing: wellbeing, staff satisfaction, pupil experience and pupil outcomes.

			outcomes, and proposed changes to the school's SEN funding.	
Ensure effective interventions maximising progress for all pupils through sustainable provision of staffing and resources.	Monitor and maximise impact of grant and EHCP funding on pupil groups.	Monitor and maximise impact of grant and SEN funding on pupil groups.	Monitor and maximise impact of grant and SEN funding on pupil groups.	Monitor and maximise impact of grant and SEN funding on pupil groups.
Support the school in its sustainability objectives.	Support the school to become environmentally intelligent, with a safe and sustainable site.	To support and continually improve a safe and sustainable school site.	Support and continually improve a safe and sustainable school site.	Support and continually improve a safe and sustainable school site.