



Pear Tree School

Achieving the Best We Can in Everything We Do

School Improvement Plan 2024/25

This School Improvement plan has been created from Self Evaluation involving teaching and learning observations, pupil outcomes and from consultation with governors, staff, pupils and parents. The School Improvement Plan is the responsibility of the whole school community. Senior leaders and governors will take on a lead role and are assigned specific tasks within it. Throughout the academic year, the plan will be carefully moderated and evaluated by senior leaders and governors to ensure the impact is providing positive outcomes for children and learners.

We want this plan to truly reflect our school mission, vision, aims and cultural values.

Mission

Achieving the best we can in everything we do

Vision

Our vision is to provide life-enhancing opportunities to prepare our pupils for life beyond Pear Tree, so they positively impact their communities and are celebrated for their individuality. We aspire for our school to be a leading influence, continually improving educational outcomes for all.

Cultural Values

- **Everyone a learner** – We are committed to continually improving the knowledge and skills of our community
- **Courage** – We think and act boldly to overcome our barriers and achieve excellence
- **Mutual respect** – We have a culture of kindness and inclusivity where everyone is valued
- **Ambition** - Everyone has a responsibility to the success of our school's growth and improvement

<p style="text-align: center;">Quality of Education</p> <p>To ensure quality of learning for all groups of learners remains high through embedding effective teaching and learning systems and processes throughout school.</p>	<p style="text-align: center;">Personal Development</p> <p>To raise ambition for our pupils through a focus on our shared cultural values of “Everyone a learner”, ambition, mutual respect and courage.</p>
<ul style="list-style-type: none"> i) To raise standards and accountability by embedding the pre-formal curriculum and provision and further enhancing the teaching and learning for semi formal learners. ii) To raise standards and accountability by ensuring teaching and learning is responsive to the changing needs of pupils in Compass Centre. iii) To raise ambition and accountability by evaluating and reviewing all personalised provision in upper school to ensure pupils are having access to developmentally appropriate learning opportunities. 	<ul style="list-style-type: none"> i) To develop a collective coherence/shared understanding of Pear Tree School cultural values across the whole school community by embedding “Everyone a learner”. ii) To develop a collective coherence/shared understanding of Pear Tree School cultural values across the whole school community by introducing the value of ambition.
<p style="text-align: center;">Behaviour and Attitudes</p> <p>To raise standards and accountability to further improve behaviour and safeguarding practices to meet the diverse needs of pupils across the school.</p>	<p style="text-align: center;">Leadership and Management</p> <p>To develop effective strategic leadership and accountability to ensure a continual drive for school improvement.</p>
<ul style="list-style-type: none"> i) To introduce a trauma informed approach to behaviour within school. ii) To review existing behaviour support and interventions in line with new relationships policy. 	<ul style="list-style-type: none"> i) To embed appraisal systems to increase accountability for all staff. ii) Continuing to upskill the governing body by increasing Governor knowledge, skills and accountability to enable all Governors to take responsibility for providing challenge to the leadership team. iii) To manage and coordinate the future development planning/expansion of Pear Tree School.