



Strategic Road Map

This is a good school, with potential to improve and the capacity to do so.

Mission:

At The Hemel Hempstead School we strive, through inspiring teaching, authentic leadership, a strong curriculum and unyielding standards, to help young people to realise the very best versions of themselves, fully prepared to be the leaders and champions of tomorrow. We offer a curriculum which is academically rigorous and also supports children to evolve, aspire and achieve self-fulfillment.

Vision:

Forging future leaders who can 'be, not seem to be' because they are built on a foundation of Respect, Relationships, Responsibility, Reflection and Resilience and have high aspirations. *Esse Quam Videri.*

Key themes into 2023

Building teams and individuals within teams through distributed leadership at all levels
Individual accountability, collective responsibility.
Seeking incremental gains; restless and curious in our development.
Using data to ask questions (not just answer them) to judge where we are and where we want to be.
Mental good health and manageable workload.
Being brave enough - a leading school.
Identifying and closing gaps early - keeping up, not catching up.

Strategic direction into 2023

The school of local first choice with an expanding Sixth Form.
Broad, balanced curriculum which centres on real learning.
The Hemel Hempstead School Experience (HHEX) as a minimum entitlement for all.
Meeting the needs of all, by giving more where disadvantage exists.
Sustainable improvement to outcomes, attainment and progress, through quality first teaching
Reducing the need to intervene late, by intervening earlier (closing the gaps, keeping up not catching up).
Moving from behaviour compliance to values based culture within and without the school.
Leverage of impactful parental engagement (capitalising on the lockdown experience)

Big challenges into 2023

Financial caution, management and planning.
Recruitment, retention and training of colleagues.
Estate management.
Political turbulence.
The aftermath of COVID-19 and planning for the unknown.
Maintaining the challenge and momentum for those who thrived in lockdown.
Articulating what we mean by excellent.

Wildly Important Goals (WIGS)

WIG KS4: P8 = +0.20, 5+ Basics = 60%+, 4+Basics = 80%+
WIG KS5: VA = +0.1 overall and returning to 0 in vocational
WIG Pastoral: 80%+ individual engagement with the HHEX for all and 90%+ for PP
We have set ourselves the incredibly challenging goal of closing the disadvantage attainment and progress gap.

Curriculum:

- *The Hemel Hempstead School, is rightly proud of its curriculum, which it has long viewed as much more than just what is taught but rather that:*
- *"The curriculum is everything: the whole experience; what it is to be a part of the community at The Hemel Hempstead School. It is The Hemel Hempstead Experience. It is our intent that our curriculum provides the broadest, richest experiences which lead to meaningful learning, of knowledge and of skills. Our curriculum should sculpt young people who, because they have a love of learning in all its forms, are resilient, confident, articulate and successful members of society, who aspire and achieve. To gain this love of learning, and experience the success, they must know how to learn and make connections between school and the wider world."*
- *It is the intent of our curriculum that it allows students to learn 'to be, not just seem to be' - Esse Quam Videri"*

Quality of education:

- *In teaching that "Every teacher is enabled to improve themselves, based on a clear knowledge of what they need to be typically outstanding"*
- *In raising standards that we are "Expecting more of every student and groups of students, at every level, and using professional conversations to identify who, what and by when. Keeping up (at KS3) not catching up (at KS4)."*

In personal development, behaviour and attitudes:

- *"Students' progress is not hindered by absence. There is a culture of safeguarding. The values of the schools make exceptional students and adult behaviour inherent. Students realise the school motto, they are enabled to be, not just seem to be. Esse Quam Videri"*