

STRATEGY FOR HUTCHESONS' GRAMMAR SCHOOL 2017-2027

1.0 Introduction

Following the appointment of the new Rector, the Board of Governors wishes to set a clear strategy that will provide a framework to lead the School forward for the next 10 years.

By having a clear strategy in place, we will:

- Set out an ambitious and clear direction for the future
- Create shared purpose and clarity about the steps to achieve this
- Set clear measurement of progress and impact of changes
- Improve engagement between the Board and SMT
- Develop communication and engagement with parents, staff and pupils
- Make clear responsibility for actions and accountability

2.0 Ambition for HGS

We want to be more widely known as the school that offers the best education for children in Scotland. HGS has long been recognised for its strong examination results but we wish to be known for being a school where every child is able to flourish and reach their potential academically, physically, creatively, spiritually and socially.

We want to be a school which nurtures a strong community. A school which:

- Children want to be part of
- Parents want to send their children to
- Teachers and support staff want to work for
- FPs of all ages are proud to be part of
- The local community welcomes warmly

We want to be known as a school that values honesty, resilience, independence, curiosity, creativity and compassion

3.0 Priorities

To deliver this ambition, in addition to existing school priorities for the next 10 years we will:

1. Make significant capital investment in the Primary school
2. Introduce Pre-school provision
3. Implement a healthy living culture programme (fitness, sport and healthy eating for all)
4. Develop our online/digital teaching provision
5. Investigate and implement, as appropriate, new educational approaches
6. Enhance the 6th Form experience
7. Grow bursary provision to give greater access to HGS
8. Find fresh and contemporary ways to consult and communicate with the Hutchesons' community

We will continue to underpin this with the existing priorities of the school which ensure:

- A high quality, broad and deep programme of education
- A sound and prudent financial basis for operating
- Well maintained buildings, grounds and facilities
- Compliance with regulations and policies (e.g. GIRFEC)
- High standards of governance and oversight
- Investment in and development of staff

4.0 Governance/monitoring

Progress on the overall Strategy will be monitored by the Board by using individual committees.

5.0 Implementation/School Improvement Plan

The development and implementation of the priorities is in the hands of the staff team led by SMT. SMT will use the framework of the School Improvement Plan for setting targets and monitoring progress. The School Improvement Plan will use the following 4 aims to provide focus:

People; Function; Sustainability; Legacy & Impact (see detail in Appendix 1)

SMT members will attend Board committees to foster clearer understanding between the Governors and the Executive team and ensure well-planned and supported implementation.

6.0 Foundations for the Strategy

6.1 Communication and Consultation

A new strategy brings opportunity to consult and engage parents, pupils, staff, FPs and the wider community.

6.2 Setting Key Performance Indicators (KPIs)

To measure progress against priorities will involve setting clear KPIs for each area. Central to this will be rigorous self-evaluation and an understanding of the impact of change.

6.3 Understanding Future trends

Governors have indicated a specific interest in better understanding of future trends in education.

6.4 Undertake Competitor Analysis

Better, evidence based analysis of competitor schools.

6.5 Set timescales for Strategy

The strategy set out is for 10 years. Committees will agree deadlines for each project area and overall programme with timescales set. The Board will oversee progress of the full programme.


6.6 Promote Self Evaluation

To be successful, we will need to grow organisational self-knowledge. Central to this will be a culture of self-evaluation

7.0 Conclusion

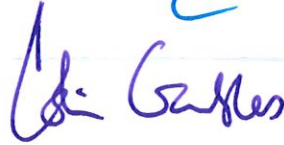
We want Hutchesons' Grammar School to be known by all as the school that offers the best education for children in Scotland, where every child is able to flourish and reach their potential.

This Strategy gives us a clear yet flexible framework to help us achieve this ambition.



Ruth Walker

Colin Gambles



August 2017

School Improvement Plan Framework

People (Governors, staff and pupils)

- Recruit the best people
- Listen to our people
- Care for the health and well-being of all our people
- Expose our people to opportunities
- Celebrate the achievements of our people
- Develop the confidence of our people
- Identify strengths, nurture talents and address weaknesses in our people
- Develop and challenge all our people to maximise their potential
- Develop the school values in our people (honesty, independence, resilience, curiosity, creativity and compassion)

Function

- Uniformly excellent learning and teaching
- Develop best practice that others wish to learn from
- Deliver the best academic curriculum
- Deliver the best extra-curricular opportunities

Sustainability

- Plan for the future strength and success of Hutchie
- Evidence-based rational decision making
- Ensure that our buildings and equipment are never a barrier to our aims
- Ensure that we function sustainably as a business with efficient and effective use of our resources
- Ensure that our message is heard in the right places

Legacy and impact

- Prepare our people for the future they will face
- Engagement with the Hutchie community
- Engagement with our local community
- Engagement on an international and global scale
- Widen access to a Hutchie education