



PENKETH
CHARTER

4LP

The Four Learning Pathways (4LP)
Outstanding progress for all

2013 – 2016
PENKETH HIGH SCHOOL

FOREWORD

This is our Charter and it is a very simple document.

The Charter was produced in 2013 following consultation with pupils, staff, parents and governors.

The Charter sets out what is required of us all to ensure that by 2016 Penketh High School is recognised as outstanding in all that it does to support our pupils. Through the Going for Gold strategy, our ambition is to ensure that all pupils at Penketh High School aspire to make progress in line with the Silver and Gold Progress Pathways in all subjects over their journey from Year 7 to Year 11. This will then maximise their opportunities as they enter further education as sixth form students either at Penketh High School or, supported by us, the college of their choice.

The Charter's requirements have been separated into two parts; what stakeholders have committed themselves to, and the support required to make things happen.

This Charter is not a quick fix to improve Year 11 attainment outcomes, rather a change of culture to bring about improvement across all year groups. The deep improvement we seek will be an outcome from us all expecting our pupils to be the best that they can be and to ensure that all pupils are ambitious about the progress they are capable of making.

Pupil progress will be measured against our Four Learning Pathways (4LP) of Gold, Silver, Bronze and Red and tracked for every subject each half term. We expect year on year improvement in the number of pupils on the Silver and Gold Pathways for every subject and to put in place the necessary support for those pupils not making expected progress and on the Red Progress Pathway.

Our intention for all stakeholders is for this success to be recognised by Ofsted so that by 2017 Penketh High School is offering outstanding opportunities as the first school of choice for local families.

We will put the classroom at the centre of all that we do.

Our focus will be relentless reflection and improvement on the quality of learning that takes place in our classrooms and a consistency of approach that will support this.

Whilst our aims are ambitious, the methods by which we will make them happen are straight forward.

We will share good practice, learn from each other and support each other.

We will be open and honest with each other, relentlessly positive, and embrace accountability as a healthy and necessary component of getting better at what we do.

This Charter contains many honourable words, but we recognise that only by turning them into actions, will we be successful. The aggregate of small gains will be our most potent agent of change.

We are excited about what we can achieve by 2017, and the positive impact we will have on the pupils we are privileged to teach.

Our GCSE results in the summer of 2013 were the school's best ever, exceeding the previous best by 5%. We are very proud of these results but understand that this is only the start of what our pupils are capable of achieving.

Outcomes in 2014 were disappointing but changed nothing with regards our determination to focus relentlessly on the progress our pupils make.

We will support our pupils to strive for even greater success over the coming years and with our support they can dare to dream about their futures through an ambition built on always striving to be the best that they can be.

Ben Dunne
Principal

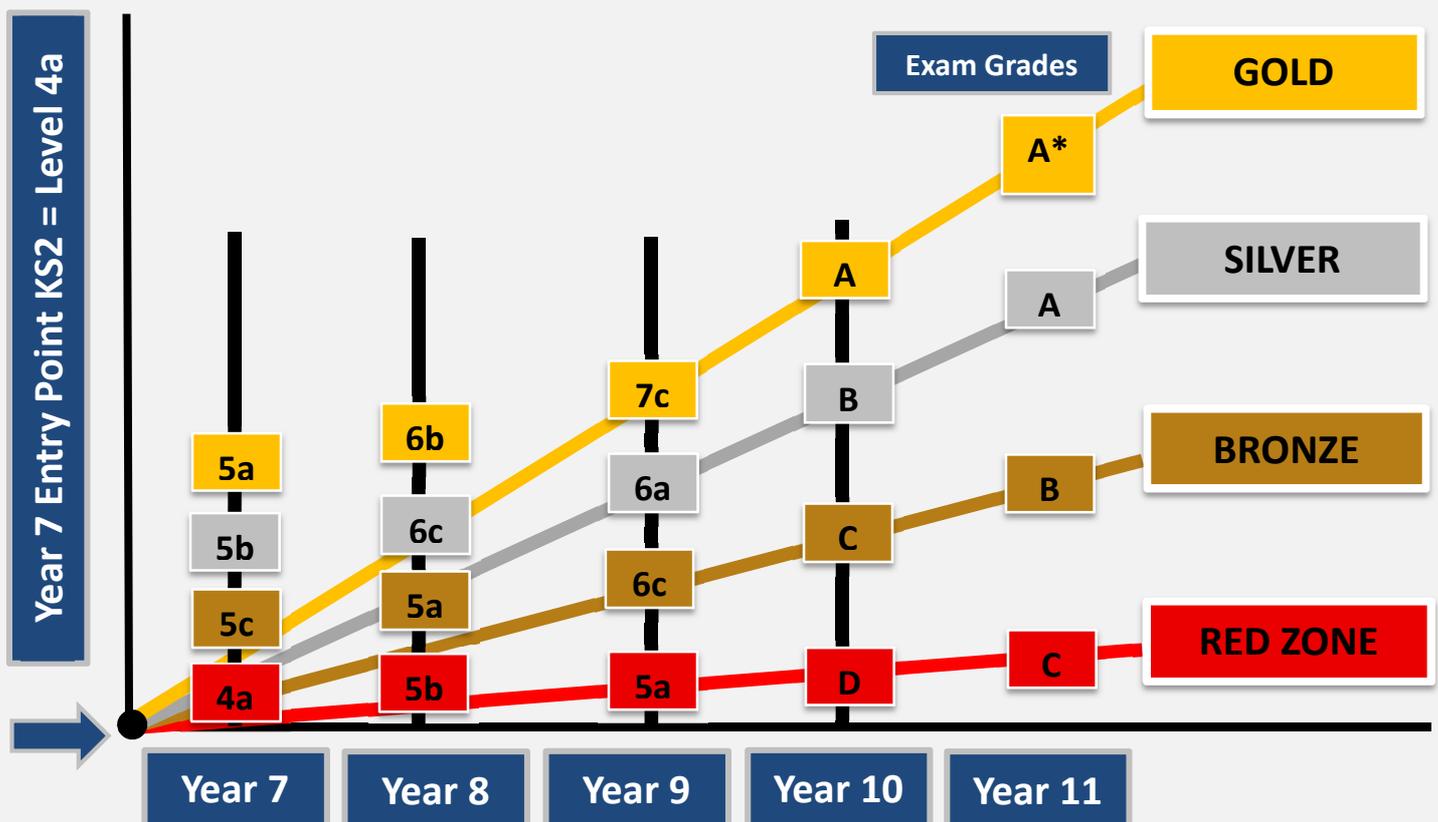
HOW WILL THE SCHOOL TRACK THE PROGRESS MADE BY PUPILS?

When a pupil joins Penketh High School in Year 7, their Primary School Key Stage 2 attainment levels in Maths and English will be used as a benchmark to set targets and track progress in all subjects over the following five years.

Progress will be measured against **FOUR Learning Pathways** with every pupil Going for Gold and striving to achieve ambitious but achievable Gold Progress Targets. All targets are set using the ability of our pupils when they join us in Year 7 as a guide:

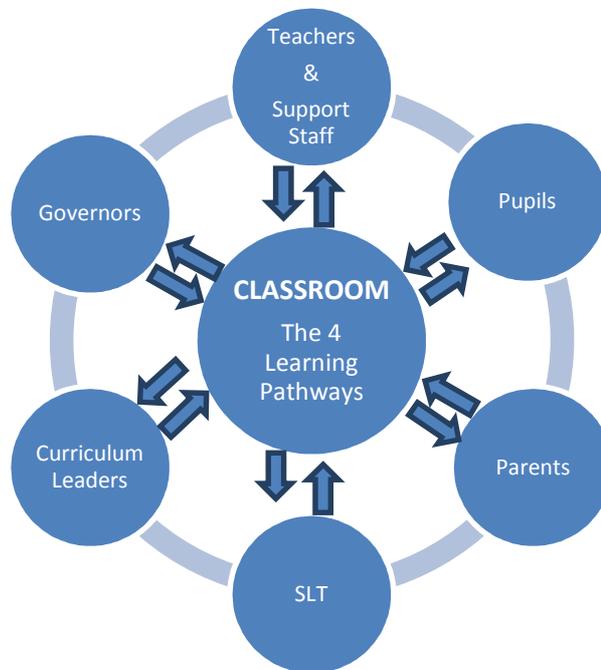
THE FOUR LEARNING PATHWAYS (4LP)

It is important to remember that the end of year milestones will not be the same for all pupils and will depend on their Progress Entry Point in Year 7. This means that every pupil can 'Go for Gold' and strive to make outstanding progress whatever their starting point.



This example is based on a pupil joining the school in Year 7 with an average level in English and Maths of **4a**. The Pathway targets will be higher or lower depending on every pupil's individual KS2 Level.

The classroom and the progress pupils make during every lesson will be the focus of support from all staff...



“Perfection is not always attainable, but if we chase it, we might just catch excellence”

-Vince Lombardi

PUPILS

So that all pupils can be the best they can be and aim to make progress in line with the Gold Progress Pathway over five years from Year 7 to Year 11 at Penketh High School...

WE WILL...

- Believe that almost anything is possible with hard work and dare to dream about what we are capable of achieving
- Work hard to be making Gold Pathway Progress in all subjects by the end of every year
- Work even harder and take the advice of our teachers if we find ourselves in the **Red Zone** for any particular subject
- Know what our targets are in all our subjects for the end of each year
- Attend school every day, arrive on time in the morning and be on time to every lesson
- Wear our uniform with pride because looking smart feels good
- Bring the correct equipment to school each day
- Complete all classwork and homework that is set
- Treat everyone with respect
- Respect our school environment, resources and equipment

WE REQUIRE...

- Our teachers to be ambitious about what we can achieve
- Our teachers to tell us what we need to do to improve
- The level or grade we are working towards whatever the Progress Pathway we are on
- Help and support if we are in the Red Zone and in danger of not making progress towards the Bronze Progress Pathway
- Our work to be marked regularly with relevant comments on what we can do to improve
- Exciting classrooms to work in
- Our teachers to be on time to lessons and have high attendance

TEACHERS & SUPPORT STAFF

So that all pupils can be the best they can be and aim to make progress in line with the Gold Progress Pathway over five years from Year 7 to Year 11 at Penketh High School...

WE WILL...

- Expect all pupils to work hard towards the Gold Progress Pathway in all subjects
- Know all our pupils, their Key Stage 2 (KS2) data and their Progress Pathway targets at the end of each year
- Identify at an early stage through the **Red Zone Passport** and put in place Ensure Progress & Success (EPS) strategies to support those pupils we teach in the **Red Zone** so that they make progress towards the Bronze Pathway at the earliest opportunity
- Mark pupils' work regularly and provide formative feedback that helps pupils make progress
- Have high attendance and be on time to all our lessons
- Ensure prompt and effective communication with parents so that they can support their children
- Work collaboratively to ensure Joint Practice Development (JPD) drives effective innovation, raises the quality of learning in our classrooms and helps us get better collectively

WE REQUIRE...

- Quality time to ensure Joint Practice Development (JPD) collaborations are effective
- Opportunities to work collaboratively in teams outside our curriculum areas
- Training on the use of data to support effective pupil tracking across all micro-populations (FSM, SEN, CIC, GENDER, KS2 BANDS)
- Honest and constructive lesson observation feedback that will help improve the quality of our teaching to ensure at least good progress is made during every lesson
- Fewer and more focused initiatives that focus on high quality learning and professional development programmes that support pupils making Gold Pathway Progress
- Positive and constructive support from the Senior Leadership Team (SLT) to help all pupils make Silver and Gold Pathway Progress
- Support from parents to ensure pupils attend every day, arrive on time, look smart wearing full school uniform, behave appropriately, work hard and complete all classwork and homework on time

PARENTS

So that all pupils can be the best they can be and aim to make progress in line with the Gold Progress Pathway over five years from Year 7 to Year 11 at Penketh High School...

WE WILL...

- Ensure our children arrive to school on time
- Ensure our children attend school every day
- Ensure our children arrive looking smart every day, following the school dress code and wearing full school uniform
- Ensure our children bring the correct equipment to school each day
- Encourage and support our children with their homework and ask for help when needed
- Encourage and support our children to be involved in extra-curricular activities and attend additional examination support sessions
- Review the school planner at least once a week and use it as a primary source of communication with the relevant form tutor and/ or subject teacher
- Identify any concerns we have with regards our child's progress to the school at the earliest opportunity
- Attend parents' evenings for an update on how our children are making progress towards the Gold Progress Pathways in all their subjects
- Provide the support advised by our child's teachers if they find themselves in the **Red Zone** for any particular subject

WE REQUIRE...

- Early contact from subject teachers if my child falls into the **Red Zone**
- Effective communication and a prompt response from the school whenever necessary
- Information about the curriculum and learning expectations
- Accurate information with regards additional examination support sessions
- Guidance on how we can support our children's revision at home
- Information on appropriate resources we can access that will support our children
- Useful and prompt feedback from teachers identifying how we can support our children's progress
- A clear homework timetable that identifies when homework needs to be handed in
- A website that promotes effective communication between parents and the school

FORM TUTORS

So that all pupils can be the best they can be and aim to make progress in line with the Gold Progress Pathway over five years from Year 7 to Year 11 at Penketh High School...

WE WILL...

- Foster a positive ethos towards learning with all pupils in our forms
- Help pupils track the number of Four Learning Pathway (4LP) postcards they receive from their teachers
- Promote high standards of behaviour and conduct around the school
- Promote the importance of high attendance to pupils so that they can Go for Gold
- Work collaboratively within the House team to achieve high levels of consistency
- Ensure pupils are fully briefed in relation to school organisation and events
- Ensure pupils improve on their times tables over the course of each term
- Provide mentoring and pastoral support for pupils in order to remove barriers and support effective learning
- Provide an open, responsive and supportive channel of communication with parents and the home
- Encourage pupils to contribute actively to extra-curricular, school and community activities

WE REQUIRE...

- Clear and consistent expectations and standards to be shared across the whole school
- Support from SLT, Curriculum/Pastoral leaders and Orchard Centre staff to help meet the needs of all our pupils
- Easy access to and administrative support around data and information relating to pupils

CURRICULUM LEADERS

So that all pupils can be the best they can be and aim to make progress in line with the Gold Progress Pathway over five years from Year 7 to Year 11 at Penketh High School...

WE WILL...

- Lead by example and expect all pupils to achieve progress in line with the Gold Progress Pathway
- Promote a five year pathway from Year 7 that includes effective marketing and preparation for KS4 and KS5 studies
- Ensure all meetings have a focus on pupil progress and Joint Practice Development (JPD)
- Ensure that all staff in our teams are either teaching at least good lessons that enable all students to make Gold Pathway Progress
- Ensure effective tracking of pupils progress through regular and accurate assessment and when pupils find themselves in the **Red Zone**, ensure effective Ensuring Progress & Success (EPS) strategies are put in place
- Monitor the progress of pupil micro-populations with a particular focus on pupils eligible for Free School Meals and those with Special Educational Needs
- Ensure effective and prompt communication with parents so that they can support their children
- Provide welcoming and stimulating classrooms that convey ambition and offer examples of outstanding and inspirational pupil work
- Be willing to adapt our curriculum whenever necessary to support pupils making Gold Pathway Progress

WE REQUIRE...

- The time needed to support effective Joint Practice Development (JPD)
- Monthly tracking and intervention meetings
- An INSET programme that provides greater opportunity for departments to focus on progress and intervention
- A clear system that rewards pupils making progress towards the Gold Progress Pathway
- Networking opportunities to broaden our knowledge base
- Support in setting up effective support programmes for those pupils in the Red Zone
- Appropriate support from senior leaders to help implement our Progress 4 ALL positive Climate for Learning strategy that tackles persistent low level disruption so that it is supported consistently by all staff

SLT

So that all pupils can be the best they can be and aim to make progress in line with the Gold Progress Pathway over five years from Year 7 to Year 11 at Penketh High School...

WE WILL...

- Lead by example, be high profile across the school and model high expectations at all times
- Prioritise our responsibilities as teachers to ensure that those we teach make progress towards the Gold Progress Pathway
- Ensure that only the best staff are recruited
- Provide excellent and targeted Continuing Professional Development (CPD) to enable all our staff to become outstanding teachers
- Plan strategically and focuses relentlessly on all our pupils making progress in line with the Gold Progress Pathway
- Gain a clear and comprehensive understanding of the quality of learning and pupils progress in classrooms through a wide range of observation opportunities involving staff at all levels
- Implement a simple quality assurance cycle that will monitor and evaluate the progress pupils are making through sampling and regular evaluation of the impact of all Ensuring Progress & Success (EPS) strategies
- Systematically and comprehensively evaluate performance data on a half termly basis and face with honesty what the data tells us and what must be done to improve performance
- Ensure all staff have the opportunity to be heard

WE REQUIRE...

- Collaborative support from local networks such as the Warrington Challenge and Teaching Schools to help us monitor and evaluate the progress we are making towards outstanding status
- Staff to support the values and ethos that will underpin all pupils making Gold Pathway Progress
- Staff commitment and consistency in meeting all professional standards

GOVERNORS

So that all pupils can be the best they can be and aim to make progress in line with the Gold Progress Pathway over five years from Year 7 to Year 11 at Penketh High School...

WE WILL...

- Lead by example in providing and supporting an open and collaborative school culture
- Be visible and approachable to all stakeholders
- Provide strategic support and challenge in order to drive school improvement
- Support the school by inviting parents to understand their responsibility in supporting the Going for Gold strategy for their children
- Ensure that the views of parents and the wider school community are gathered and considered
- Ensure that meetings provide a forum for accurate and informative analysis and that outcomes are promptly recorded and reported through minutes
- Support and promote the school and school events in the wider school community
- Provide a business and enterprise focus on the link between an excellent education and the world of work

WE REQUIRE...

- Time to support the school
- Regular, accurate, transparent analysis of information and data that will allow us to support and challenge whenever necessary
- A higher visual profile across the school (opportunities to observe best practice)
- A mechanism to work effectively and in a collaborative way with individual faculties
- Access to high quality training that will facilitate effective and strategic governance



RED FLAG PAGE

NAME: _____

DEPARTMENT _____

AREA OF CONCERN TO BE DISCUSSED BY SLT:

CHARTER SECTION

SLT ACTION / RECOMMENDATION: