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| Term 1 | Term 2 | Term 3 |
| Launch Creativity ACP focus at initial training day | Introduce/refresh HPL to all staff in Inset day | All staff enrolled on HPL membership area of website |
| Focus on **Mindset shift, Feedback** and **Engagement of Parents** this year | Align positive reward points with VAAs in secondary phase, plan how to conflate ‘smart spots’ with VAAs in primary. | Review curriculum maps / SoW to embed HPL language |
| Key posters in all classrooms | Student Parliament learning council reps start meeting with HPL leads ‘with students not to them’. | HPL teachmeet to facilitate sharing of effective practise. |
| Leads attend HPL conference | Information for parents on HPL included in every newsletter | Displays focused on HPL are present throughout Primary phase |
| Weekly sharing of HPL best practise at briefing | Weekly sharing of HPL best practise at briefing | Weekly sharing of HPL best practise at briefing |
| Middle leaders to be working with their teams to devise ways of introducing the ACPs and VAAs within their taught lessons and evidenced on planning. | Planning for staff CPD on implementing the ACPs and VAAs in parents evening meetings. | Delivery of staff CPD on implementing the ACPs and VAAs in parents evening meetings. |
| Apply for High Performance Learning Award programme | Mentoring and coaching sessions with HPL coach | Audit of all subject areas to identify key ACPs and VAAs focused on and identify gaps in provision. |
| Appoint TLR 3 post holders to develop capacity to drive HPL across the school | Most staff are using and referring to the 30 ACPs and VAAs on a regular basis and promote their use within lessons | All staff are using and referring to the 30 ACPs and VAAs on a regular basis and promote their use within lessons |
| Baseline assessments carried out – staff and students. | Self-evaluation completed by leadership team | Self evaluation completed by all staff at end of the term |
| Secondary assemblies to all years to develop understanding and awareness ACPs and VAAs | Planning and pilot of VAA activities carousel for a KS2/KS3 drop down day to develop student understanding | Delivery of VAA activities carousel to all KS2 and KS3 students |
| HPL focused staff meetings each half term | HPL focused staff meetings each half term – sharing learning council feedback | HPL focused staff meetings each half term – pulse check |
| New staff induction programme includes HPL session from leads | New staff induction programme includes HPL session from leads | New staff induction programme includes HPL session from leads |

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| Term 4 | Term 5 | Term 6 |
| Focus on **Enquiry based learning, expertise development, practice and training** and **with students, not to them** this year | Whole staff CPD day led by HPL Coach | The concept of HPL is central to the underpinning pedagogy of the school. It is clearly evident in daily practise. |
| Weekly sharing of HPL best practise at online briefing | Weekly sharing of HPL best practise at online briefing | Weekly sharing of HPL best practise at online briefing |
| Whole school referral to ACPs and VAAs in a variety of different formats and situations and can be evidenced. | The Seven Pillars of High Performance’ are in place. | Completion of ‘Becoming a world class school rubric’ by all staff at the end of the school year. |
| Early pulse check completed | Student progression in HPL indicators to be measured. | Final pulse check completed and submitted with evidence. |
| Opportunities for a range of enquiry-based learning across all phases and subjects are being looked at and implemented | Students are able to use the language of HPL effortlessly. | Apply for Award Accreditation by **half-term**. |
| HPL focused staff meetings each half term | HPL focused staff meetings each half term | HPL focused staff meetings each half term |
| New staff induction programme includes HPL session from leads | New staff induction programme includes HPL session from leads | New staff induction programme includes HPL session from leads |
| Displays focused on HPL are present throughout Primary phase | Pulse check following Jan CPD day |  |
| Review curriculum maps / SoW to embed HPL language | New digital pedagogy facilitates enquiry based learning approaches across the secondary phase |  |
| Delivery of staff CPD on implementing the ACPs and VAAs in parents evening meetings. |  |  |
| Audit of all subject areas to identify key ACPs and VAAs focused on and identify gaps in provision. |  |  |
| All staff are using and referring to the 30 ACPs and VAAs on a regular basis and promote their use within lessons |  |  |
| Self evaluation completed by all staff at start of the term |  |  |
| HPL focused staff meetings each half term – pulse check |  |  |
| Virtual HPL teachmeet to facilitate sharing of effective practise. |  |  |