

28. School Development Plans

1. The Education (School Development Plans) (Wales) Regulations 2014 (“the Regulations”) apply to the governing bodies of maintained schools (including pupil referral units and maintained school nurseries). The Regulations impose a duty on the governing body to draw up a school development plan (SDP) to assist the governing body in exercising its responsibility for promoting high standards of educational achievement. Although the governing body holds overall responsibility for the SDP, in practice, the head teacher will work with the staff and governing body in producing the SDP and will be responsible for implementing the necessary actions and strategies to bring about improvement.

The Regulations and accompanying guidance can be found on the Learning Wales website:

<http://learning.gov.wales/yourcareer/school-development-plans/?ts=1&lang=en>

The school development planning cycle

2. From 1 September 2015 all maintained schools were required to have in place a three year SDP. The SDP is the school’s single strategic plan for improvement.

The Regulations impose a duty on the governing body to:

- ensure that the length of first SDP is three years and that it began no later than 1 September 2015;
- determine the timing of the subsequent SDP periods. This means that schools can determine the length of the cycle of self-evaluation and strategic planning that works for them; and
- ensure that the SDP functions as a rolling three year plan with year one containing detailed priorities, targets and strategies and years two and three capturing the high-level priorities and targets.

3. In preparing the plan the governing body will consider school comparative information, the attainment results and any other performance data of pupils at the school. The plan must also take account of the national priorities.

The school development plan contents

4. The plan will promote high standards of educational achievement and the governing body must ensure that the SDP includes (as a minimum):

- school improvement priorities for the current school year and the two years immediately proceeding;

- a brief statement setting out the school improvement targets and expected outcomes along with the strategy to meet those targets;
- information on how the school intends to address the professional development of staff at the school in order to meet the school improvement targets for the current year;
- details of how the school will work with pupils, their families/carers and the wider community (for example local residents, other schools, businesses and organisations) to meet the school improvement targets for the current year;
- details of how current school staff and resources (including funding, equipment, schools buildings and grounds) will be best used to meet school improvement targets for the current school year;
- details of how the school staff and resources anticipated to be available to meet the school improvement targets for the next two school years; and
- a brief statement setting out the extent to which the school improvement targets for the previous school year were met. If they were not met fully, a brief explanation of the reasons for that failure. This should not include any reference to Individual staff members.

The school development planning and review process

5. In preparing or revising the plan the governing body must consult with:
 - the head teacher of the school;
 - registered pupils at the school;
 - parents of registered pupils;
 - school staff; and
 - such other persons the governing body considers appropriate.

The governing body must monitor and review the progress made by the school during each school year against the SDP. It must also revise the SDP at least annually (no later than the date on which the SDP was last prepared or revised) and following an inspection by Estyn.

Publishing the school development plan

6. In order for the whole school to be aware of the school's improvement plans, the governing body must provide each member of the governing body and school staff with a copy of the plan.
7. The governing body is also required to make the plan available to parents/carers and the wider community via a summary in the School Governors Annual Report. The summary will include high-level priorities, targets and actions for the current academic year.

The Education (School Development Plans) (Wales) Regulations 2014

School development plans Guidance document no: 155/2014
Date of issue: October 2014