

## VISION

Area	Today	Vision (for 3 years time)
<b>Size and structure</b>	No of pupils: No of staff: Budget: Relationships with other schools or networks: Governance:  Even better if.....	
<b>Educational outcomes and provision</b>	Ofsted rating: Educational KPIs: Curriculum: Wellbeing provision: Specialist provision: Extra-curricular provision:  Even better if.....	
<b>Key stakeholder experience</b>	Pupils: Staff: Parents: Community:  Even better if.....	
<b>Environment and facilities</b>	Finance: Procurement/contracts: HR & payroll: Site & H&S: IT & systems:  Even better if.....	

## Considerations

<p><b>Size and structure</b></p> <ul style="list-style-type: none"> <li>• Does the school want to stay the same size, or grow?</li> <li>• Does the school want to stay as is or consider joining or forming a MAT?</li> <li>• Is there a need for more specialists, e.g. EWO, Councillor, Ed-Phycologist, G&amp;T mentor, art therapist, sports coach?</li> <li>• Budget projections – healthy or tight – what challenges and risks?</li> <li>• Staffing profile – good balance of experience, any retirements on the horizon, succession planning, next generation of executive, SLT, MLT</li> <li>• Is governance effective?</li> </ul>	<p><b>Key stakeholder experiences</b></p> <ul style="list-style-type: none"> <li>• How can the experience of being a pupil at our schools be improved?</li> <li>• How can the experience of being an employee of our school be improved?</li> <li>• How can the experience of being a leader of our school be improved?</li> <li>• How can the parental experience be improved?</li> </ul>
<p><b>Educational outcomes and provision</b></p> <ul style="list-style-type: none"> <li>• What would make the educational provision even better?</li> <li>• How could we better provide for specific needs, e.g. SEND, wellbeing, G&amp;T, behavioural, LAC, EAL, disadvantaged?</li> <li>• What is your dream school?</li> <li>• What can't you afford today that you would like to be able to afford in the future?</li> <li>• What would make the support for all children or certain children's needs even better?</li> <li>• What experiences can't we offer to children today that we would like to offer in the future?</li> <li>• What qualities do we want children to have by the time they leave our schools?</li> </ul>	<p><b>Environment and facilities</b></p> <ul style="list-style-type: none"> <li>• Is our estate fit for purpose? How could it be improved?</li> <li>• Are we maximising economies of scale?</li> <li>• Would we benefit from creating specialist roles for finance, HR, payroll, procurement/contracts, estate management?</li> <li>• Are our IT systems fit for purpose? How could they be improved?</li> <li>• Does our environment and facilities enable us to work effectively?</li> </ul>