

THE KING'S SCHOOL STRATEGY

2018-2025

THE WAY FORWARD

I've spent the last 12 months really getting my head around where the school is 'at' and where it needs to 'be' and whilst this can be a pretty complex task, I have been very fortunate in this regard for three key reasons.

Firstly, I was fortunate enough to inherit a strategy document – 'Shaping King's Future' – only recently produced in 2017 following a great deal of work by my predecessor and the school's senior leadership team and governors. What follows has much in common with the content of that document.

Secondly, I have also been fortunate to have the support of an excellent Board of Governors, who have allowed me to put my own stamp on the future of the school.

Thirdly, I have benefitted immensely from a year of talking to King's staff, students and parents about the future of the school and what they want to see. This has been particularly valuable given it's all three groups who have most to benefit from The Way Forward.

So here it is; there are eight key strategic objectives, each of which is followed by some explanation and plans as to how the objectives should be achieved. I hope you will be as excited about our plans as we are.



GEORGE HARTLEY
Headmaster

EVERY OPPORTUNITY. ENDLESS POSSIBILITIES.



EVERY STUDENT KNOWN, VALUED AND CARED FOR

What we want to do

We will ensure a student-centred approach in all that we do, that views students as true individuals and places their well-being above all else. We aim to develop students to their sustainable maximum potential so that they are fully equipped to follow their own lives full of success, fulfilment and happiness in a rapidly evolving modern world.

How this will be done

Develop our pastoral care systems to ensure they are working to maximum effect

Ensure the provision of opportunities to allow individuals to flourish

Provide appropriate staff development and training in line with the above

Improve 'student voice' across the school

REVITALISING THE SITE

What we want to do

Following on from recent key developments, we want to ensure that the school's buildings and facilities are fully up-to-date in order to support the best possible, modern education for students. We have plans to transform the current site over the next 10 years via a series of building projects in line with environmental sustainability.

How this will be done

Implement our 10-year master plan to redevelop our facilities (Wrexham Road and Boathouse)

Ensure that such facilities are fully compatible with our educational aims

Ensure that such redevelopments comply with best practice regarding environmental sustainability

WIDENING ACCESS

What we want to do

As an academically selective school, we want to be the first choice for the brightest students in our region and ensure that as many such students as possible are able to come to King's. Being true to our foundation, we particularly want to ensure that students from all backgrounds can access the school by keeping our fees affordable and increasing bursary provision.

How this will be done

Maintain/increase fee affordability through astute financial planning, alternative income generation and prudent cost control

Continue with the King's 100 Challenge to increase bursary provision significantly

A GREAT PLACE TO WORK

What we want to do

Our staff are the most important asset in providing an outstanding education for our students. We therefore need to recruit and retain the very best. All staff, across all sections of the school, should be equally valued and respected, and need to be supported in their roles as best we can, with great performance duly recognised and celebrated.

How this will be done

Ensure King's maintains its excellent reputation as a place to work and that our recruitment practices are optimised

Develop better staff review, development and training for individuals

Improve communication and consultation with staff

Ensure that great staff performance is recognised and celebrated

GREAT LEARNING, FUTURE-ORIENTATED

What we want to do

We want our students to achieve their sustainable best through higher quality and engaging learning opportunities. This requires an individualised approach where students are encouraged to learn and make progress in their own ways and via their own pathways in ways that develop key attributes such as resilience, creativity, curiosity and flexibility.

How this will be done

Concentrate on the 'quality of learning' (rather than 'teaching to exams'), with the support of the faculty system

Implement 'Learning to Learn' study skills programme (J3 upwards)

Review curriculums in all sections of the school in line with the above

Provide appropriate staff development and training in line with the above

OPPORTUNITIES FOR ALL

What we want to do

We value strongly the role of a wide co-curricular programme (clubs and activities) as part of a broad education and want all our students to engage in them enthusiastically to develop key attributes such as confidence, teamwork and leadership. The rich provision of such opportunities will allow all students to find their niche and foster a healthy sense of balance in their lives.

How this will be done

Ensure the provision of opportunities to allow all individuals to flourish: 'something for everyone'

Encourage and monitor students to ensure they are involved in such activities

Develop all areas to ensure student inclusivity and engagement

Ensure the effective resourcing (including staffing) of such activities

A FULL, CO-EDUCATIONAL SCHOOL

What we want to do

We aim to continue to have a full roll of students across the school. This will allow us to maintain affordability and invest appropriately in the excellent education and facilities we want to provide for both girls and boys. We will not seek to grow beyond the current site, but will remain open to external opportunities.

How this will be done

Ensure that we continue to maximise our reputation as a selective co-educational day school in the area

Ensure a gender-balanced community throughout the whole school

Remaining open-minded to growth opportunities from external sources as and when they arise

AT THE HEART OF THE COMMUNITY

What we want to do

We want to ensure that parents are able to work effectively with the school and feel supported by it, for the benefit of their children. We also intend to collaborate more effectively with other institutions, including schools, in the Chester area. We want King's to take a leading role in serving the local community and being an integral part of it.

How this will be done

Improve parental engagement and support offered to parents regarding their children's development

Develop partnership projects with other schools, particularly via an Independent State School Partnership with other secondary schools in Chester

Seek collaborative opportunities with other significant Chester institutions

Improve volume and profile of student community support