



Overthorpe C of E Academy

SDP 1: Development of a purposeful school vision

September 2019

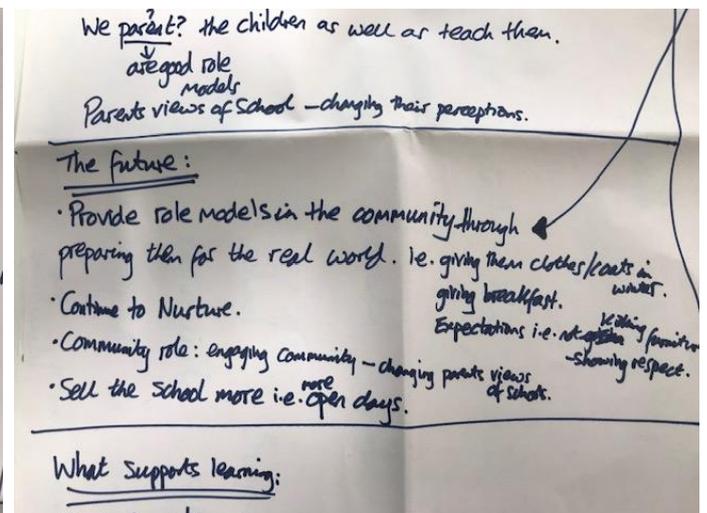
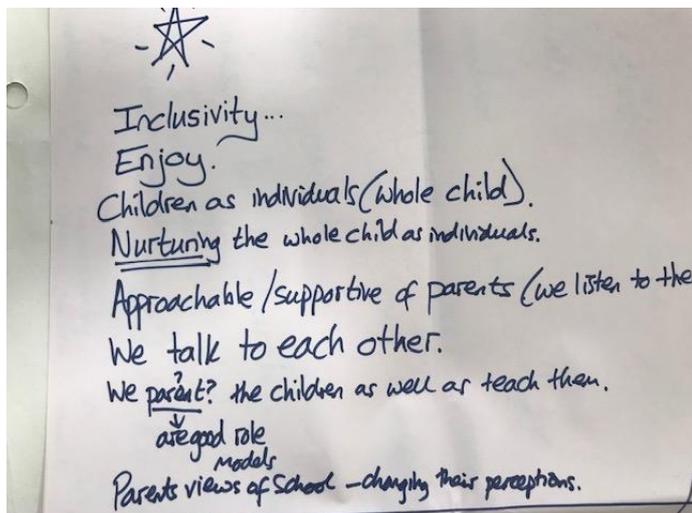
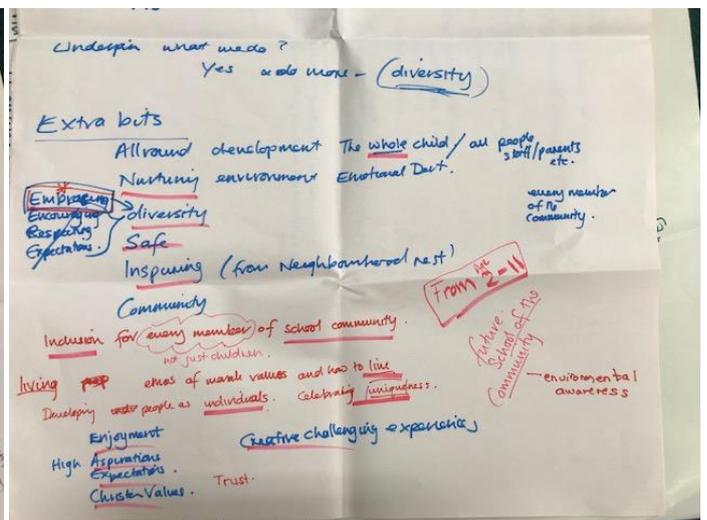
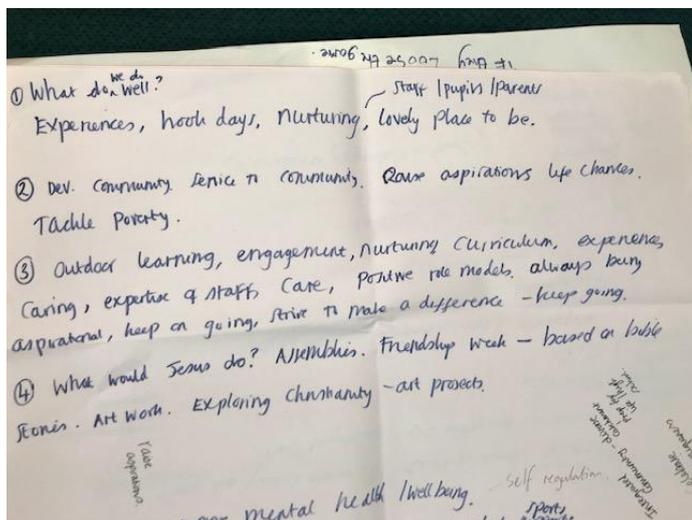
Where to begin?

Identifying the views of the teachers

At the start of the Academic year we have met with different stakeholders to begin the process of finding the 'heart' of Overthorpe. To do this we feel that we need to develop a school vision that reflects what we feel collectively is important for the children, staff, parents, governors and community of Overthorpe.

During the INSET day for teaching staff we led a training session to establish what staff felt worked well at Overthorpe, what makes us unique as a school and how we want to develop the school in the future. This was not based on academic achievement, results, quality of the books etc, but about finding the soul, heart of the school, what makes us tick and engages the children to want to come to school and thrive.

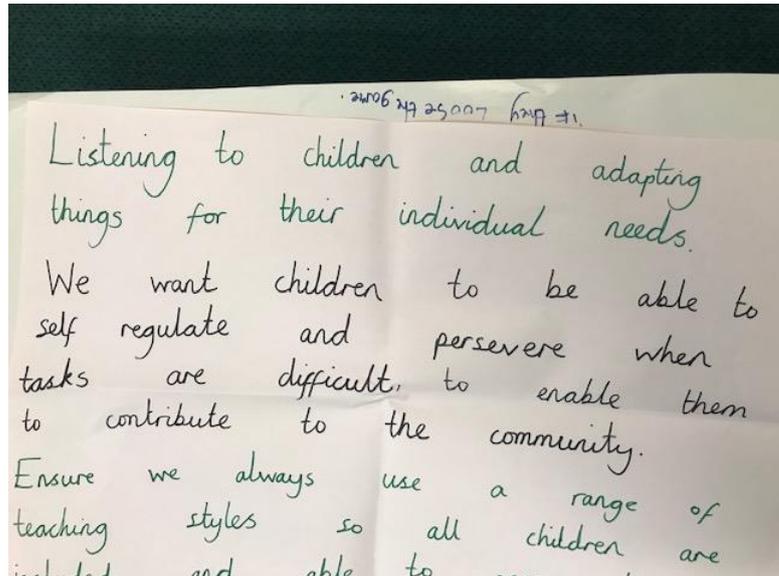
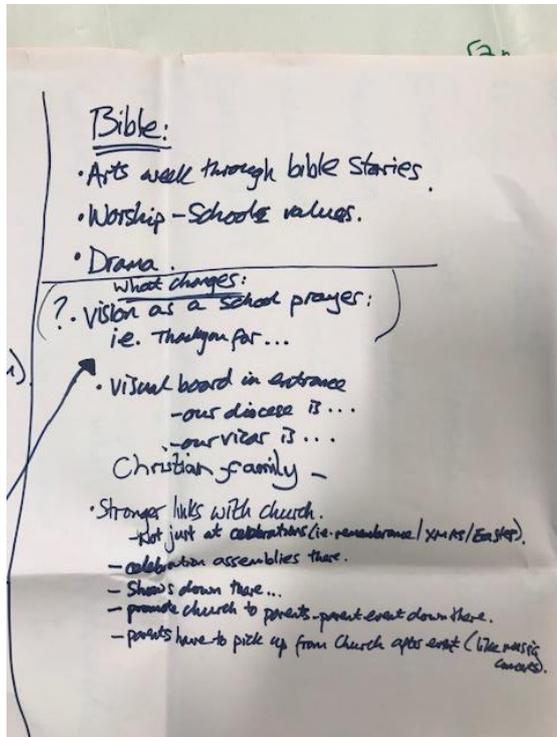
It was clear from the sessions with teaching staff that a new vision needed to be developed to match our passionate views about the school and what the school currently offers.





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Through discussions with teachers, it was clear that there were some communality between their views about what we do well at the school, why we do it and the impact it has on the children.

Below are some of the key examples of what teachers feel we do well at Overthorpe:

- We nurture
- Enjoyment
- We support all
- We encourage children to self-regulate
- Take responsibility
- Strong Christian ethos, with good values the pupils know
- We help develop our community
- We listen
- Raise aspirations
- We are there to support mental health
- We celebrate diversity
- Inclusive for all
- We think about the whole child
- Celebrate childhood
- Use our outdoor provision to support learning
- Have a broad curriculum that enable pupils the thrive
- Have strong links with the church

Very few of these views are currently in the schools vision from 2012, and it's not a reflection of where the school is currently and the direction the school wants to go. Collectively as teaching staff they felt that the vision should feel 'unique to Overthorpe' and want to take a part in developing it so they feel part of the process.



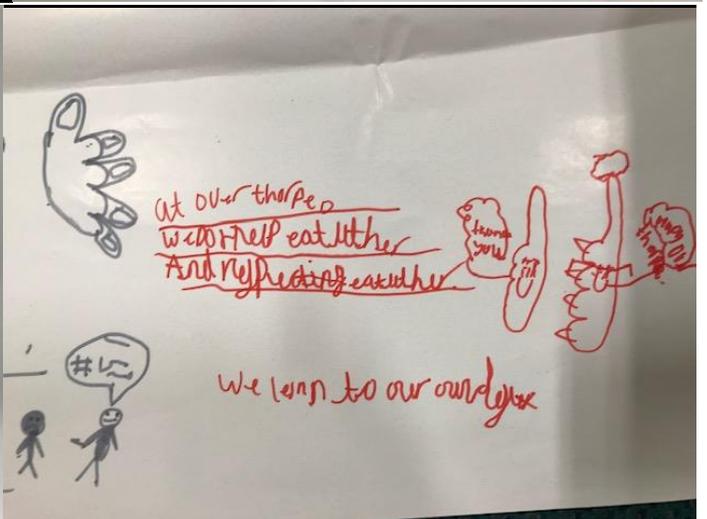
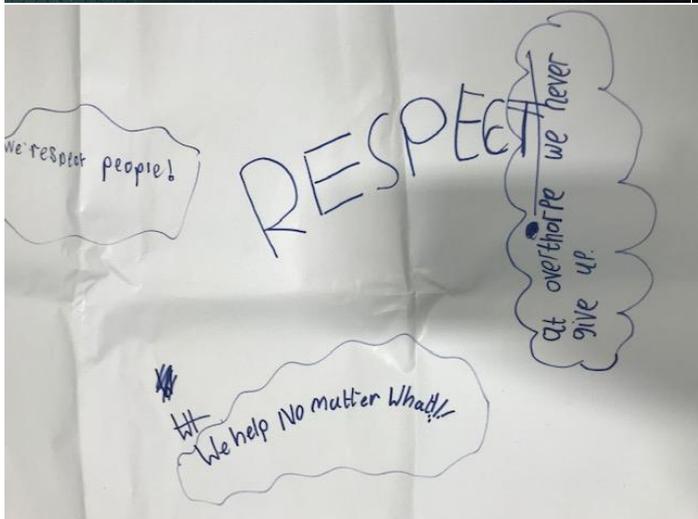
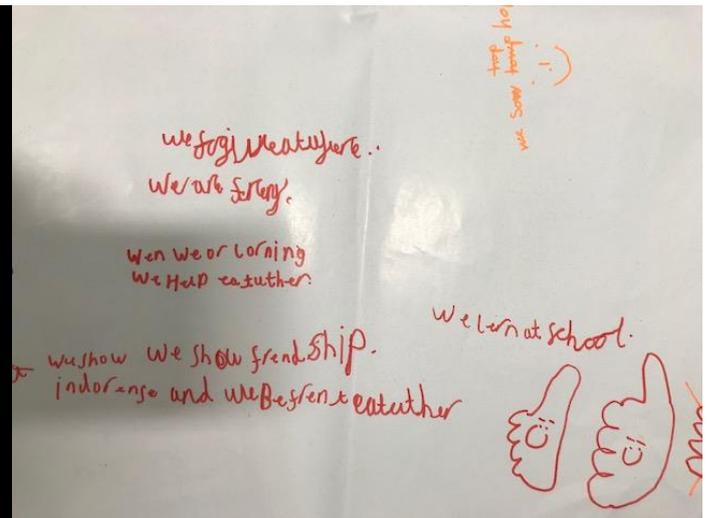
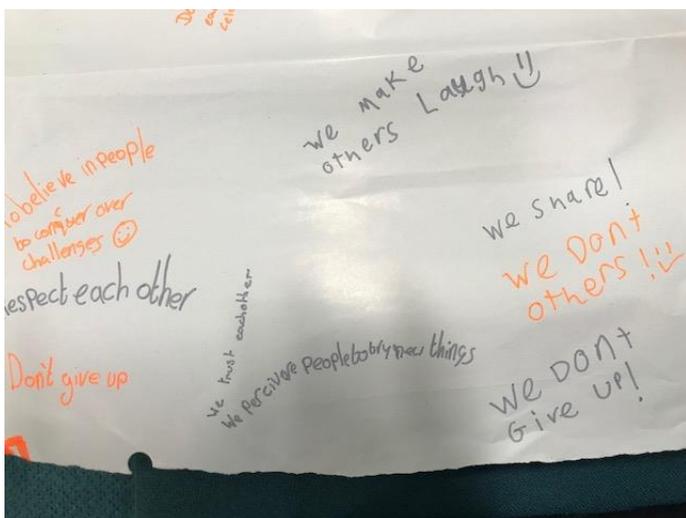
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Identifying the views of the pupils

MB met with a selection of pupils from y2 to Y6, to establish their views on the school. We discussed what they felt the school did well, what they think they could improve and what they would say to someone who wanted to come to Overthorpe.

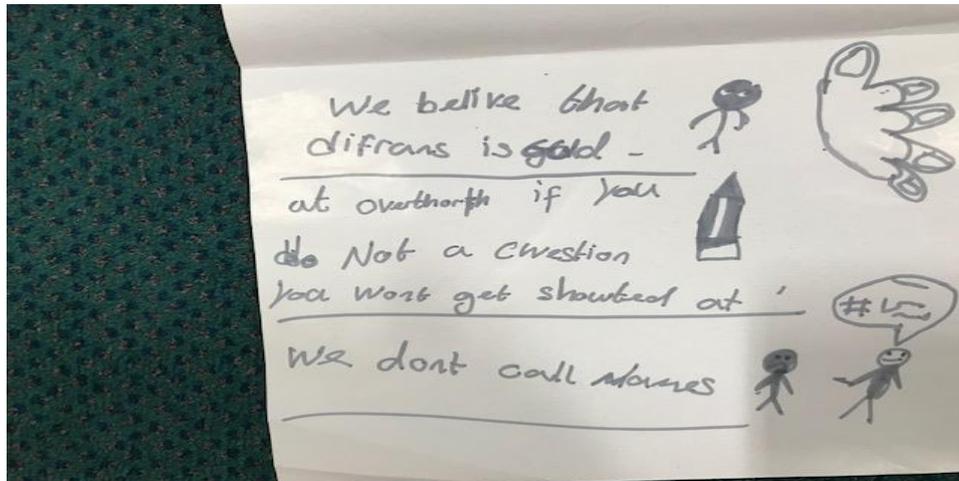
The pupils were amazing! They all articulated themselves in their own unique way, where they were able to get across what was important to them about Overthorpe.





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The pupils came up with a variety of ideas that had a common theme which had a certain amount of crossover with the teaching staff views, however from the perspective of a child living their childhood through the school. A number of their views were based on the children's understanding of the current values in school and how important they clearly are to the children.

Some of the common themes are as follows:

- Respect
- Difference is good and should be embraced
- We don't judge people at Overthorpe
- We forgive and give second chances
- We show perseverance and never give up
- Teachers help us to be independent and try
- We help each other when times are hard
- We have fun
- Teaching is fun and we do lots of different themes
- We are friends and help everyone
- We share and enjoy our collective worship
- We like our values; forgiveness, trust, endurance, hope, friendship, they mean something to us.

It is clear that the children have a good understanding of the schools Christian Values and these underpin lots of what is important to the children in their life through school, through rewards, collective worship, sanctions etc. These are working well and children respond well to them.

Children all mentioned that 'staff help everyone' which would fit into the school being inclusive for all which was articulated by the teaching staff and they also felt that 'we don't judge people at Overthorpe and that difference was good.' This would also fit into the staff views of diversity.



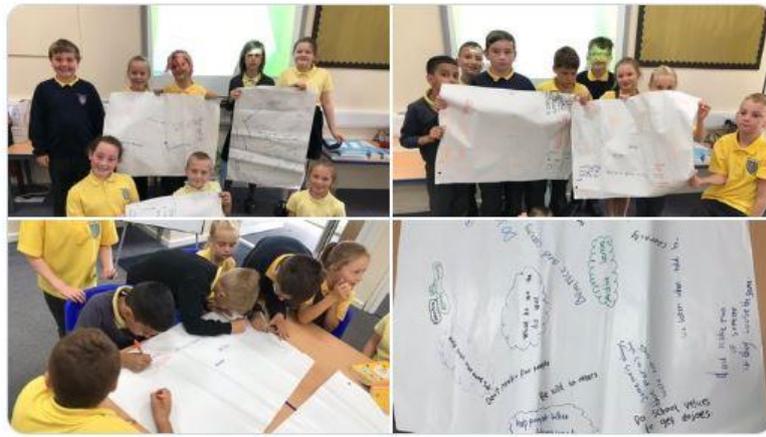
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Overthorpe CofE
@Overthorpe_Acad

Developing our school Christian vision with the most important people in the school...the children! Some amazing ideas about what we do well at Overthorpe and what our vision should be! #schoolvision #christianvalues



2:29 PM · Sep 10, 2019 · Twitter for iPhone

Respect

Forgive hope
Trust Friendship
Endure.

Never Give up.
we believe that were the same.

Help people spell words one read.
We accept if you believe something different.

We are a school who like people the way they are and we dont judge them.
#HELP
be thankful For the teacher.

The teachers give us second chances

We are good at helping others when in need.

At Overthorpe we don't judge people

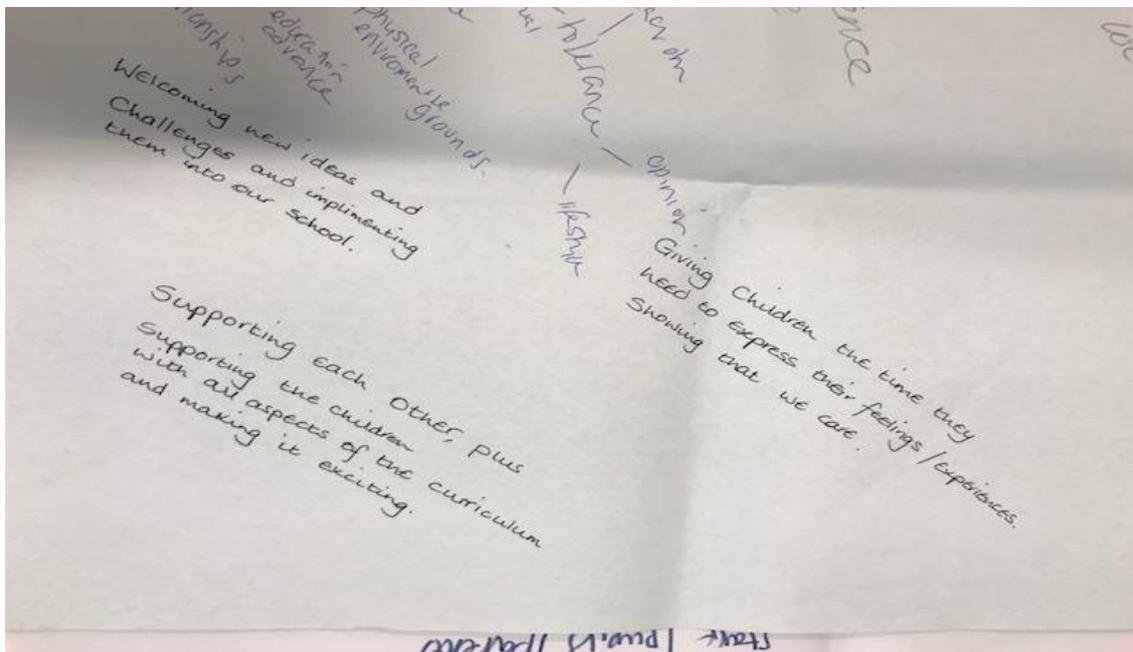
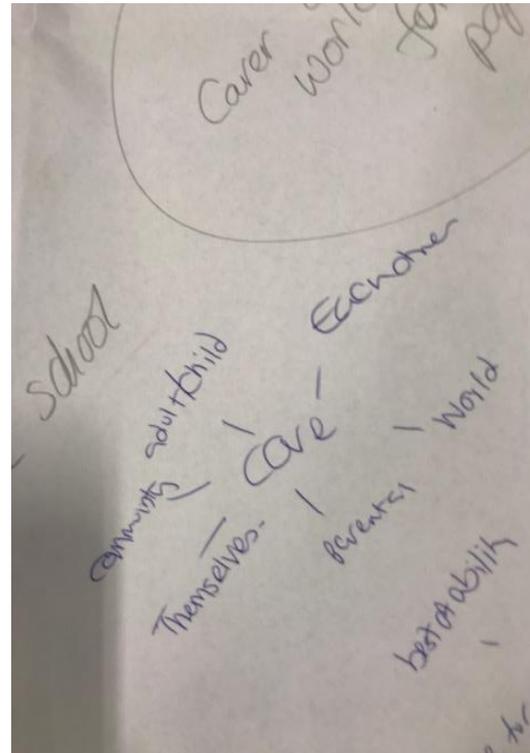
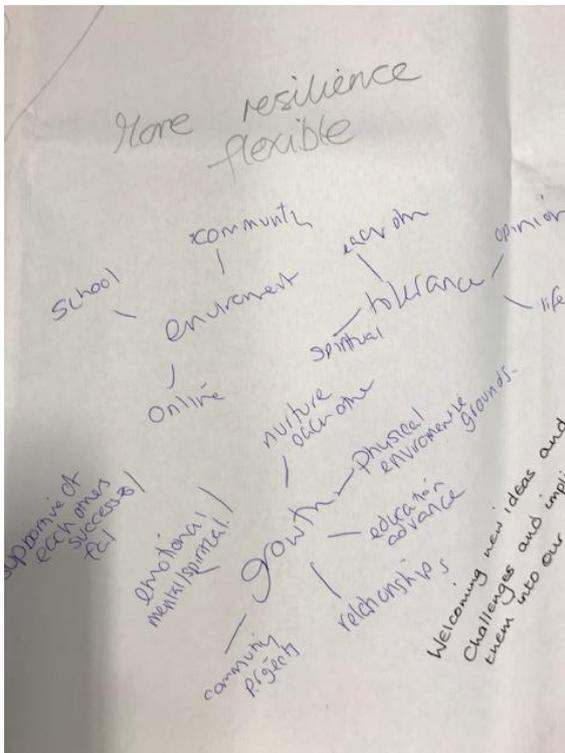


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Identifying the views of the additional adults within school

MB met with additional adults within school (non teachers) over 2 separate sessions. We felt it was important to establish the views of these members of staff as they would have a different perspective on why we do things at Overthorpe. Again the sessions we focused on elements of the school they felt worked well, why we worked here, what made Overthorpe unique and special.





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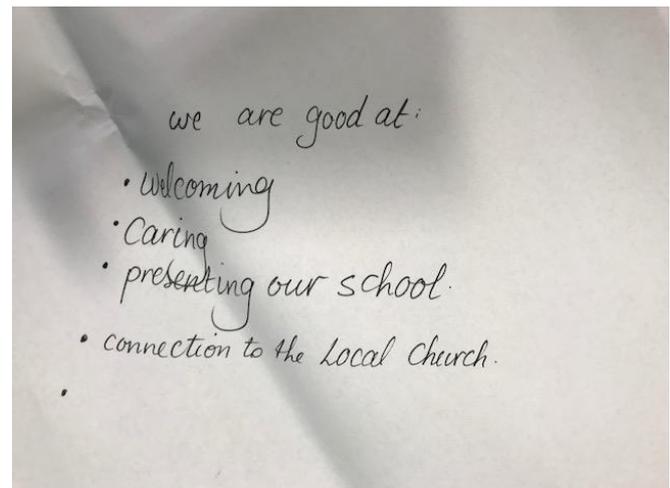
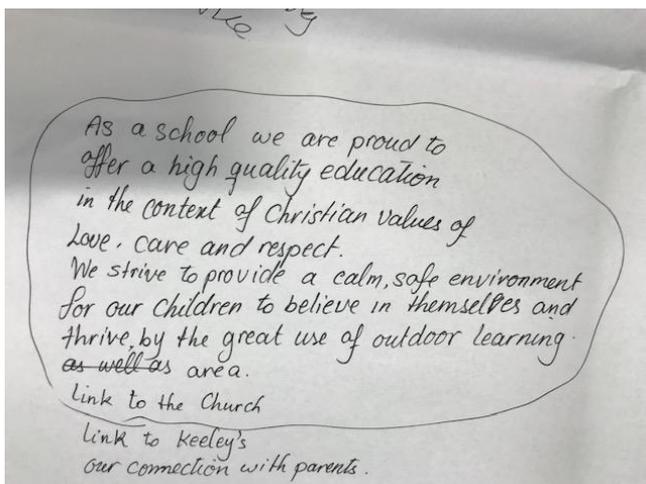
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The TAs really embraced the challenge of what Overthorpe meant to them as a number of them are not only valued members of staff but also members of the local community. They could articulate the positive changing views on the school in the local community and that it was more than a job to many of them.

Some of the common themes are as follows:

- We nurture and support children- give them time.
- Respect individuality
- Support each other in good and bad time
- Have a core purpose for why we are here
- We have an engaging environment for learning
- We enable the children to grow, spiritually, socially, emotionally and academically.
- We listen and support all.
- Inclusive of all children and understand their needs
- Illuminating each unique/individual learning journey with Love, hope, respect, patience, knowledge and trust.

TAs took it upon themselves to articulate in their own time a vision for Overthorpe they would be proud of. These statements encapsulate a number of the key themes that have been identified by teachers, pupils and TAs.



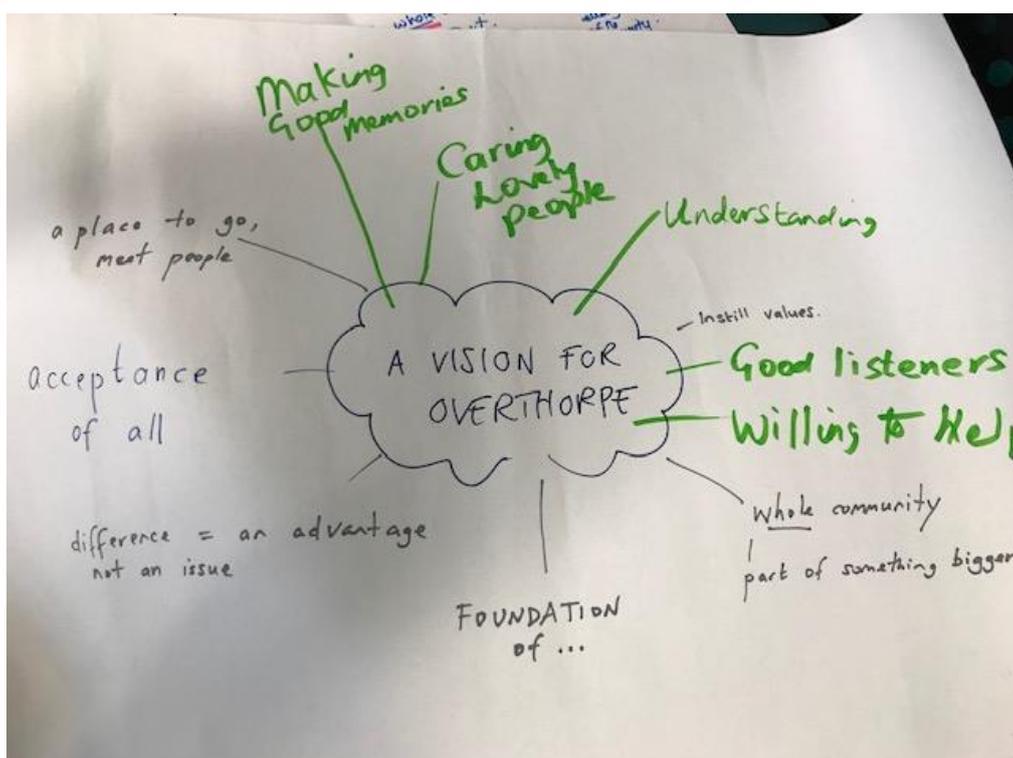
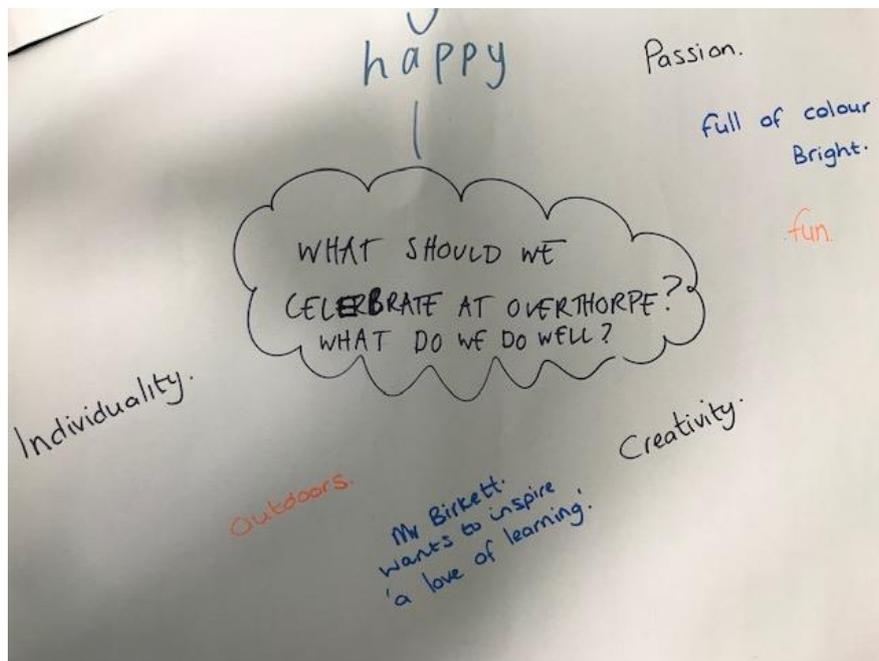


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Identifying the views parents and the community

MB and KL meet with the parents and the weekly coffee morning in the Neighbourhood Nest (which has been recently established by the school in Sept 2019, to develop stronger links with our local community). We discussed what they thought we should celebrate at Overthorpe and what they felt a vision for school should be. These discussions have been ongoing for 4 weeks at each coffee morning which has given parents and members of the local community, the opportunity to express their views and feel part of the process of developing a vision that is unique and purposeful for the school.





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Parents and members of the community were passionate about their views on school and were keen to share their thoughts on what works well at Overthorpe and their vision for the future. Again, there was clear similarities with other stakeholders about the school.

Some of the common themes are as follows:

- Difference = Advantage not an issue
- Acceptance of all
- People are caring and willing to help
- Good Christian values underpin what is good about the school
- People are good at listening to everyone, including parents!
- Whole community- feel like we are part of something bigger than a school.

Outcomes from initial views from stakeholders

There are clear similarities between all stakeholders regarding how people view the school, the strengths the school has and the direction they feel the school should go. From analysis the work done with the different groups these common themes should underpin a significant part of the school vision.

- Nurture
- Community
- Acceptance of difference, diversity
- Fun and enjoyment
- Listening and supportive
- Illuminating individual uniqueness
- Our current school values; Friendship, endurance, hope, trust, forgiveness
- Respect
- Support and endurance



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Overthorpe School Vision

Overthorpe is more than a school-
we are the heart of our community,
In our family, we nurture the courage
and skills to fly higher than the flock,
whilst always providing a nest
to come home to.

TRUST ● FRIENDSHIP ● ENDURANCE ● FORGIVENESS ● HOPE



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BUT THOSE WHO HOPE IN THE LORD
WILL RENEW THEIR STRENGTH.
THEY WILL SOAR ON WINGS LIKE EAGLES;
THEY WILL RUN AND NOT GROW WEARY,
THEY WILL WALK AND NOT BE FAINT.

ISAIAH 40:31

