

ASPIRE DEVELOPMENT PLAN

2024 - 2027



PERSONAL DEVELOPMENT

Is our red thread which helps all people at Aspire achieve their best self

- All Adults are teachers of personal development
- 'Chimp' – 'psychological tools' to get the best out of self and others
- Personal development is the foundation of the curriculum
- We prioritise mental, social, spiritual, emotional and physical needs of students
- Culture & creativity
- Personal development is a life-long process that helps people achieve their best self
- Enrichment activities are planned and prioritised to meet the needs of students



INCLUSIVE CURRICULUM

Ensuring all children can learn

- Knowing our students – understanding and meeting needs
- Relationships – 1:1 / Story Stewardship
- Target Thursday (creating habits)
- Bespoke & responsive curriculum
- Classroom practice: intentional 'double planning' (adaptive teaching)

High Expectation

- Clear is kind
- Performance management is used to support the development of our staff
- Leading with Love
- Unconditional positive regard
- Planned, prepared & reflective
- Certainty of logical consequences
- Challenging behaviour appropriately & kindly
- Obsessed with success / celebration

Welcoming Environment

- The 'front door welcome' - first insight into who we are
- Celebrating difference
- We listen to understand
- The environment is welcoming and meets the needs of the children



PEOPLE & ORGANISATIONAL DEVELOPMENT

- What does 'great' look like?
- Retention of the right people
- Developing & equipping leaders to carry out meaningful performance management
- Coaching leaders to be a coach
- Learning & contributing to system development
- Being a stable MAT, which is able to offer something special to schools that want to join Aspire