

**SCHOOL DEVELOPMENT PLAN**

|  |  |  |
| --- | --- | --- |
| Version | Date | Author |
| 1 | August 2010 | Paul Pillai |
| 2 | August 2013 | Paul Pillai |
| 3 | September 2015 | Paul Pillai |
|  |  |  |

**Development plan for 2015 to 2017**

We have four areas of focus in the next two years:

1. Expanding across two sites
2. Starting a second Elementary and Children’s House
3. Starting the Land School
4. Fundraising
5. **Expanding across two sites**

We will be completing our purchase of Eason’s Green in the next few weeks. Our plan is to start a Children’s House and Elementary there in September 2016, and a Land School in September 2017 (with 2016/17 being an interim year). The following are some of the issues we will need to address in order for this to happen:

Regulatory

* What is our timeline for school registration, and what needs doing by when?
* How can we create systems that include the whole school (1-18, two sites)?

Pedagogy

* What mentorship programme can we establish across the two Elementary communities?
* What mentorship programme can we establish across the two Children’s Houses?

Culture

* How do we maintain culture amongst staff across the two sites?
* How do we maintain community amongst families across the two sites?

Systems

* How do we ensure our policies and procedures stay current and relevant?
* What systems do we have to ensure practice follows policy and procedure?

1. **Starting a second Elementary and Children’s House**

The following are some of the issues we will need to address as we start these:

Environment

* What work needs doing on the buildings for the CH and Elem?
* What are our ramp-up costs to create these two environments?

Staff

* Which two people do we recruit to run the Children’s House at Eason’s Green?
* Which two people do we recruit to assist Pete and Rob in their Elementary communities?

Enrolment

* How do we manage the transition from Hove to Eason’s Green?
* What is our enrolment strategy for the Children’s House at Eason’s Green?

1. **Starting the Land School**

2016/17 is an interim year for the programme prior to its full start in Sep 2017. The following are some of the issues we would need to address in order for it to succeed:

Environment

* What is the environment going to look like for the adolescent programme?
* What are our ramp-up costs to create this environment?

Pedagogy

* What is the programme and how is this documented?
* What qualifications are we going to offer and what needs to be done for this?

Staff

* What are the staff roles and how does the team work together?
* Who are we going to recruit into these staff roles?

Enrolment

* What are our enrolment targets by year for the next 5 years?
* How will we meet these targets and what role does accommodation play?

1. **Establishing a fundraising programme**

We have managed to limit external financing to loans from the bank. Our analysis is that we would need £500,000 in the next 2-3 years to meet our expansion plans. This funding will not come from the bank, and so we need to fundraise.

* What are our capital needs?
* What are our ramp-up costs?
* What are our milestones for expenditure?
* What are our milestones for fundraising?
* What is our fundraising strategy?