



Pear Tree School

Achieving the Best We Can in Everything We Do

School Improvement Plan 2025/26

This School Improvement plan has been created from Self Evaluation involving teaching and learning observations, pupil outcomes and from consultation with governors, staff, pupils and parents. The School Improvement Plan is the responsibility of the whole school community. Senior leaders and governors will take on a lead role and are assigned specific tasks within it. Throughout the academic year, the plan will be carefully moderated and evaluated by senior leaders and governors to ensure the impact is providing positive outcomes for children and learners.

We want this plan to truly reflect our school mission, vision, aims and cultural values.

Mission

Achieving the best we can in everything we do

Vision

Our vision is to provide life-enhancing opportunities to prepare our pupils for life beyond Pear Tree, so they positively impact their communities and are celebrated for their individuality. We aspire for our school to be a leading influence, continually improving educational outcomes for all.

Cultural Values

- **Everyone a learner** – We are committed to continually improving the knowledge and skills of our community
- **Courage** – We think and act boldly to overcome our barriers and achieve excellence
- **Mutual respect** – We have a culture of kindness and inclusivity where everyone is valued
- **Ambition** - Everyone has a responsibility to the success of our school's growth and improvement

Quality of Education To sustain and further enhance high-quality learning experiences for all learner groups through the consistent implementation of personalised and adaptive teaching and learning strategies considering technical advances	Personal Development To embed the school's cultural values of <i>Everyone a Learner, Ambition, Courage</i> and <i>Mutual Respect</i> across the school community, leading to a more inclusive, aspirational and supportive environment where all students, staff and parents feel valued, motivated and equipped to succeed
i) Strengthen outcomes for pupils with Multi-Sensory Impairment (MSI) by enhancing staff expertise and refining curriculum delivery tailored to individual needs ii) Raise attainment in writing for semi-formal and formal learners through the development of personalised pathways for composition and handwriting/recording iii) Enhance the strategic development of all adults to maximise pupil learning, supported by effective use of assessment and evidence-gathering systems to inform responsive teaching and learning	i) Deepen the shared understanding and consistent application of the school's Cultural Values – particularly <i>Everyone a Learner</i> and <i>Ambition</i> – across all areas of school life and for our families ii) Introduce and embed <i>Courage</i> as a core school Cultural Value, to ensure that “ <i>we think and act boldly to overcome our barriers and achieve excellence</i> ”
Behaviour and Attitudes To strengthen behaviour and safeguarding practices through trauma-informed approaches and learning-enabling environments that reflect the diverse needs of all pupils	Leadership and Management To build robust, strategic leadership with the support of Governors that drives sustained school improvement and accountability at all levels
i) Introduce and embed the THRIVE model as a whole school, trauma-informed approach to support emotional wellbeing and positive behaviour ii) Enhance learning environments across the school to ensure they are inclusive, stimulating and conducive to learning and promoting independence	i) Establish and embed a clearly defined leadership structure, including governance, ensuring all leaders demonstrate high levels of effectiveness and accountability while actively identifying and developing opportunities for strategic growth and potential school expansion ii) Strengthen classroom leadership by ensuring all staff understand their roles and are equipped with the skills and knowledge to promote pupil achievement iii) Review and enhance the school's online safety and technology provision to meet evolving safeguarding requirements, promote lifelong digital learning and support staff wellbeing