

Development Plan 2018-19



Goal 1 To provide an OUTSTANDING learning experience for all students will be covered by Post Inspection Action Plan for 2018-19

Goal 2 To be INNOVATIVE and RESPONSIVE to current and future needs of our communities				
	Objective	Target	Date	Monitored by
2.1	To ensure all work related learning is purposeful with an increased proportion of work experience for students on Programmes of Study, enabling them to practice skills learned in College in workplace settings	<ul style="list-style-type: none"> Ensure employability plans are in place for all students on Programmes of Study with all students taking part in purposeful work related learning with at least 75% (70% in 2017-18) of L2 and L3 students benefitting from work experience and placements related to their chosen subject Deliver 80 substantive industry placements (average length of 50 days) across Level 3 courses in the following subject areas: Engineering, Media, ICT and Health & Social Care All substantive work placements to take place by end June 2019 	October 2018 December 2018 February 2019 April 2019 June 2019	ET+ BD CQEG ET
2.2	Information regarding students' next steps in education, training and/or employment to be gathered,	<ul style="list-style-type: none"> Analyse for all curriculum sections the destinations of students on Programmes of Study showing the impact of the course on progress into employment or further study 	January 2019	CQEG ET

	monitored and tracked effectively to inform curriculum planning	<ul style="list-style-type: none"> • Increase the proportion of Level 3 students securing their firm choice of university place to 70% (69% last year) • Increase the proportion of adults leaving College and going into employment, to higher levels of study and voluntary work by 5% 	<p>July 2019</p> <p>July 2019</p>	
2.3	Strengthen our students' role in securing in-year improvements with a particular focus on teaching, learning and assessment	<ul style="list-style-type: none"> • All phases of the lesson observation scheme to record students' views regarding the strengths and improvements required in teaching, learning and assessment • In-year improvements secured across all curriculum areas to be monitored through half-termly meetings of the Executive Team Plus Student Experience group. 	<p>June 2019</p> <p>June 2019</p>	CQEG ET+ SE ET+ TL&A
2.4	Secure growth in enrolment numbers meeting allocations through effective marketing, recruitment and interview activities	<p>Addressing applicants to enrolment shortfall 2018-19</p> <ul style="list-style-type: none"> • Deliver an enhanced marketing campaign to secure an additional 150 enrolments of 16-18 year olds between November 2018 and May 2019 • Conduct research with applicants, no-shows and early leavers aged 16-18 to identify factors/issues compromising conversion from application to secured enrolment • Redefine the roles and responsibilities cross-College for securing of applicants, chasing attendance at interviews, making immediate offers and enrolments <p>Applicants to enrolments 2019-20</p> <ul style="list-style-type: none"> • Secure 2200 applications for full time Programmes of Study by end of May 2019 with 1600 offers made by end of June 2019 	<p>May 2019</p> <p>October 2018</p> <p>October 2018 (Development Day)</p> <p>Feb 2019 and June 2019</p>	ET+ BD ET +F&F CQEG ET

		<ul style="list-style-type: none"> • Ensure 1200 internal students aged 16-18 on Programmes of Study have their place for 2019-20 secured by end of March 2019 • Secure 2400 external applications from students aged 19+ by end of May 2019 with 1600 offers made by end of June 2019 	<p>March 2019</p> <p>Feb 2019 and June 2019</p>	
2.5	Development and implementation of our Commercial Strategy	<p>Sign off Commercial Strategy by end of November (endorsed by Corporation) to achieve the following income targets in 2018-19:</p> <ul style="list-style-type: none"> • Full-cost (Curriculum) of £285k • Full-cost (Courses for Business) of £65k • Full-cost (Logistics) of £50k • Nursery fees/funding of £500k • Long-term lettings of £120k • Short-term lettings of £110k • Assess the viability of an in-house catering offer versus a contracted out model 	July 2019	ET ET F&F
2.6	Actively explore and develop partnership opportunities which align with our core mission, values and principles and allow us to build a broader financial base/be more efficient.	<ul style="list-style-type: none"> • Develop further the partnership with AaA and the possibility of the virtual 6th Form with the Rise • Explore the option of a joint bid for the SEMH free school in Hounslow • Develop further the partnership with WPES including the joint development of the curriculum 	July 2019	ET

GOAL 3 To provide an EXCELLENT environment and resources				
	Objective	Target		
3.1	Provide a highly skilled workforce to meet the current and future demands of the curriculum, supporting the College's drive to provide outstanding teaching, learning and assessment.	<ul style="list-style-type: none"> • A revised CPD offer which is tailored to meet current and future needs • Implement an enhanced system for effectively measuring the impact of CPD on the quality of provision 	July 2019	HREG ET CMT
3.2	Develop the programme of leadership and management training supporting the College's goal to have outstanding Leadership & Management.	Continue to develop the Leadership & Management programme which began in 2017-18, with 2 additional modules to be delivered by July 2019	July 2019	HREG ET CMT
3.3	Building on curriculum planning for resource allocation, develop our curriculum area accounts and contribution analysis in line with good practice	Further develop curriculum area accounts, identifying target contribution rates for each curriculum section. Monitor performance against these targets.	December 2018	ET+ F&F HREG ET

	in the sector. This will be used to help inform the curriculum design and offer for 2019-20.			
3.4	Develop our processes/systems to enable a more effective and efficient information exchange with Governors and stakeholders	Continued development of the Governors' portal with a new set of data dashboards to support strategic planning and performance monitoring	December 2018	ET+ F&F ET+ Resources ET
3.5	Maximise the utilisation use of the College estate and improve the commercial use of facilities.	<ul style="list-style-type: none"> • Complete a room utilisation survey to identify areas for improvement • Actively explore commercial opportunities and partnerships to maximise the use of the facilities 	July 2019	ET+ Resources ET