

Development Plan 2019-20



Goal 1 To provide an OUTSTANDING learning experience for all students will be covered by Post Inspection Action Plan for 2019-20

Goal 2 To be INNOVATIVE and RESPONSIVE to current and future needs of our communities				
	Objective	Target	Date	Monitored by
2.1	All curriculum sections to extend employer engagement activities, resulting in a positive change for curriculum design and delivery.	Strengthen the contribution of employers in curriculum delivery and design through the introduction of employer advisory boards, with one new activity per directorate.	Dec 2019 Mar 2020 June 2020	ET+ SEE CQEG ET
2.2	Ensure that information regarding students' destinations is used to inform curriculum planning that meets local needs and is purposeful in continuing to provide students with appropriate progression routes.	Gather greater detail regarding next steps into employment and further study to conduct analysis of trends by employer, job role and course to inform curriculum planning.	Dec 2019 Mar 2020 June 2020	ET+ SEE CQEG ET
2.3	Further strengthen our student voice by addressing key areas for improvement agreed with the Students' Union Executive and Student Voice Group.	In-year improvements secured across all curriculum areas to be monitored through half-termly meetings of the Executive Team Plus Student Voice group.	Dec 2019 Mar 2020 June 2020	ET+ SV CQEG ET

2.4	Ensure enrolment in-year and recruitment activities planned for 2019-20 recruitment, secure student numbers to meet allocations with timely actions taken in any areas of concern.	<p>Conduct thorough review of 2019-20 student recruitment cycle to strengthen and extend as required activities in-year to increase conversion of internal and external applicants to enrolments.</p> <p>Internal progression target: ensure 900 internal students aged 16-18 on Programmes of Study have their place for 2020-21 secured by end of June 2020.</p> <p>External targets: Secure 2,200 applications for full-time Programmes of Study by end of June 2020 leading to 800 enrolments made by end of September 2020.</p>	Dec 2019 Mar 2020 June 2020	ET+ SEE CQEG ET
2.5	Grow and diversify income through increased partnership work and the development of new opportunities.	<p>Establish new opportunities through partnership working with The Rise School 6th Form at Isleworth and develop a sustainable curriculum offer at the Skills + Logistics Centre with the Woodbridge Park Education Service.</p> <p>Income target: £138k</p>	Dec 2019 Mar 2020 June 2020	ET+ RES ET+ F&F ET
Goal 3 To provide an EXCELLENT environment and resources				
	Objective	Target	Date	Monitored by
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.	The implementation of a comprehensive CPD programme focusing on priority areas including staff well-being, which is evaluated and impact measured.	Dec 2019 Mar 2020 June 2020	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 final module to be delivered by March 2020.	Dec 2019 Mar 2020 June 2020	HREG ET CMT

3.3	Develop curriculum area accounting and contribution analysis to assess curriculum viability linked to meeting local need.	Continue to develop management accounts by identifying target contribution rates for each curriculum section and establishing regular reporting and monitoring of performance against these targets to help inform longer-term curriculum planning.	Dec 2019 Mar 2020 June 2020	ET+ F&F HREG ET
3.4	Further develop the data dashboard to support strategic planning and performance monitoring.	Improve presentation and content of the Governors' data dashboard and embed its use at Corporation and subcommittee meetings to enable a more effective and efficient monitoring of KPIs	Dec 2019 Mar 2020 June 2020	ET CMT
3.5	Develop a robust and sustainable property strategy closely aligned to the capital investment plan. The strategy will provide a safe, secure and high quality learning environment that meets the current and future needs of our students.	Produce a draft of the property strategy for the Corporation in December, which focuses on maximising the College estate, income generation, cost reduction and the sustainability of the environment.	Dec 2019 Mar 2020 June 2020	ET+ RES ET
3.6	Develop a robust and sustainable 3-5 year strategic plan for the College.	Produce a revised 3-5 year strategic plan working with College Governors, students and staff. A first draft to be completed by December 2019.	Dec 2019 Mar 2020 June 2020	ET Corporation CMT