

ANNUAL OPERATING PRIORITIES 2008/09

1.0 Consultation Timetable for building the Strategic Plan 2009-12

We will need to give thought to how we most appropriately involve stakeholders such as our Accord and Learning Partnership colleagues, students' parents and students themselves, but in regard to staff and Governors, the following dates are suggested:

Staff Away Morning	2 February 2009
Managers' Away Day	19 March 2009
Governors' Away Day	late March/early April

2.0 Draft Annual Operating Priorities 2008-09

Progress with this year's priorities was reported at the March Corporation meeting which highlighted a change in strategy in regard to one priority (linking directly with a Chinese high school for international recruitments purposes). Work in regard to the capital project, the promotion of Education For Life, Making BHASVIC Outstanding and on the Student Voice is well under way and will continue through next year. Emphasis on achieving greater uniformity of staff expectation in regard to student workload is continued in this year's priorities.

The priorities for 2008-09 are given below. Where it can easily be indicated, the origin of actions is coded in bold. These codes are:

CCC	Cross College Council
E	Education For Life (E4L)
Man	Managers' Away Day
MBO	Making BHASVIC Outstanding
O	Ofsted Report
Q	Internal Quality processes
S	Strategic Plan
SAM	Staff Away Morning

NB. The absence of a code against an action does not mean the action is without rationale, nor does the presence of a code mean that this is the exclusive source for the action.

Annual Operating Priorities 2008-09

	ORIGIN	WHAT?	WHO?	WHEN COMPLETE?	STATUS
1.	S	Devise a Strategic Plan 2009 – 12 for the College	CT	July	Red
2.		Review the start and end dates of the College academic year 2009–10	CT	December	Amber
3.	SAM	Ensure SMT publishes a summary of the key issues arising from the Away Morning to staff and responds to these where necessary	CT	December	Amber
4.	S	Help shape the development of the 14-19 Partnership Board	CT	December	Amber
5.	MBO	Implement the MBO Strand 'Active Support from All Staff'	CT	July	Amber
6.	Q/O	Review the guidance structure and propose changes by July 2009 for implementation in September 2010	AFS	July	Amber
7.	Q/O/ CCC	Deliver a revised tutorial programme through 2008-09	AFS	July	Amber
8.		Review our Taster-Day provision for year 10 students and implement changes in the summer of 2009	AFS	July	Amber
9.	SAM	Explore the feasibility of '360 degree' appraisal for the Senior Management Team, Division Managers, Heads of Department and Support Staff Managers and if possible, pilot it	AFS	July	Red
10.	E	Devise and implement a strategy for embedding Education For Life (E4L) within the curriculum and tutorial offer and marketing E4L within the wider community	AFS/SLB	July	Amber

11.	E/O	Devise a strategy to promote a positive equality and diversity culture (via the 'Colleges for Inclusion' project)	SLB	July	Red
12.	O	Implement the College's ILT Strategy	SLB	July	Amber
13.		Prepare for Curriculum Changes in 2009	SLB	July	Red
14.	MBO	Devise a Development Programme based on this year's 'Departmental Managers Leading' work	SLB	July	Amber
15.	MBO	Devise a strategy to ensure a greater degree of uniformity of staff expectation in regard to student workload	SLB	April	Red
16.	Man	Devise and implement a 'Quality Assurance to Quality Improvement' strategy to ensure all staff development opportunities are followed through and have impact with specific regard to coaching, work shadowing, peer observation, EQR, internal and external INSET	SLB	July	Red
17.	S	Progress the capital project in line with the agreed programme and ensure the Governors and SMT are kept advised of progress and costs.	JHK	July	Amber
18.	S	Lead on reviewing staff-costs-to-income ratio and, with SMT, develop an appropriate action plan	JHK	December	Amber