

Strategic Objectives 2009-2012

1. To raise levels of participation and success for all post-14 learners and encourage progression

- Achieve to within 3% all LSC allocated targets across all funding streams
- Improve overall student success by at least 2% for 16- 18 year olds and 3% for post 19 students.
- Improve Key Skills success rate by 3%
- Review the currency of the curriculum offer and ensure personalised pathways are identified.
- Continue to improve timely completions of apprenticeship frameworks to at least national benchmark and maintain success above benchmarks
- Continue to improve timely completions of Train to Gain, achieve benchmark, then maintain success above benchmark.
- Make effective use of Labour Market Information (LMI) to ensure we are meeting the needs of employers, learners and stakeholders seeking work
- Ensure the curriculum offer is fully up-to-date and fit for purpose.
- Increase average college attendance rate by 2% (currently 80%)
- Achieve 70% progression into KCC mainstream provision from 14-16 Collegiate pupils who attend College in Years 10 and 11
- Play a leading role in responding to the NEET agenda

2. To promote an ethos of inclusivity, equality and diversity ensuring every person is valued and supported

- Promote positive behaviour across the College.
- Work closely with Knowsley Safeguarding Children Board and maintain Safeguarding practices across College, promoting the Safe Learner concept
- Maintain excellence in Equality and Diversity practice
- Enhance the learner focus in our approach to management
- Improve customer focus by developing a centralised and consistent approach to the delivery of services
- Monitor the roll-out of Microsoft live@edu as a successor to Fronter;
- Review the College's community cohesion strategy working closely with a variety of parties
- Further develop the LEAP system to enhance monitoring of learner performance
- Embed College Values throughout KCC involving all staff in their promotion and development

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- Continue to develop technology to enable students to access learning in non-traditional settings
- Embed the highest standards of IAG across the College and meet the Matrix Standard
- Increase participation at level 3 from the higher achieving GCSE cohort
- Ensure that the curriculum offer attracts all members of the community including those disadvantaged by their economic circumstances
- Maintain the highest standards of support including mentoring, coaching and progression guidance
- Develop imaginative ways of engaging with those further from learning and work

3. To maintain highest standards of quality and value for money

- Use risk-based quality audit of College provision to secure improvement
- Improve standards of teaching and learning to achieve consistently at least 80% good or outstanding grades in observations
- Improve or remove any underperforming provision
- Provide a comprehensive staff development programme to meet College objectives, to ensure individual teachers maintain their licence to teach and to update and/or re-skill staff to meet future demand for employment/training
- Maintain robust quality monitoring to secure contract compliance in sub-contracted provision
- Continue to develop the use of management information to monitor and analyse student enquiries, attendance, retention and progression
- Monitor compliance with minimum group sizes for all funding streams.
- Refurbish and redevelop the College in line with the accommodation strategy, anticipating the deterioration of the aging Roby campus and prioritise maintenance
- Replace and improve capital equipment as an on-going programme
- Achieve self-assessment grade of at least grade 2 in every area
- Improve usage of teaching staff hours by at least 5% and address subsequent issues where staff are not fully employed.
- Robustly monitor the use of College resources to ensure value for money and a continuing focus on changing priorities.
- Implement a common electronic timetable across the College
- Implement an enhanced commercial approach to risk management
- Respond proactively to recommendations from inspection and quality monitoring exercises

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- Improve the IT infrastructure and encourage the use of IT solutions where appropriate (particular reference to broadband and to assist with innovative packages)
- Implement an enhanced business planning approach to strategic planning
- Improve use of the Learning Shops for promoting the College
- Regulate the volume of contracted-out delivery in Train to Gain in order to maintain cost effectiveness

4. To play a leading role in developing the skills of the local and wider community

- Increase employer, existing employee and potential employee engagement through a planned range of activity
- Enhance partnership working with KMBC, Knowsley Chamber of Industry and Commerce, TUC, Employers and other interested parties to develop the skills of local people
- Establish and maintain a comprehensive database of employer contacts through Capita software, including single named college contacts
- Increase the Train to Gain and Apprenticeship contract in consultation with LSC
- Self assess employer responsiveness in all curriculum sections and develop the role of Business Advisers
- Achieve accreditation of the Training Quality Standard
- Maintain accreditation of Investors in People
- Ensure comprehensive feedback from employers, including impact and VfM, is gathered effectively and used proactively to improve provision
- Establish two further employer fora within the college
- Endeavour to maintain the portfolio of full cost courses for employers to access where publicly funded provision does not meet their particular needs
- Increase engagement with staff and pupils in the new Centres for Learning through a planned range of activity based on skills development
- Monitor the number of strategic partnerships used to deliver T2G while learning from the good practice of partners
- Further develop Employability Skills programmes to support those affected by the economic downturn
- Refine, update and monitor implementation of the College's Employer Response strategy
- Maximise funding opportunities, eg via co-finance tenders, in order to broaden provision and access for at-risk groups
- Further develop our links with JCP as a key strategic partner

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5. To continue to develop as an excellent partner and a responsible employer to the benefit of all stakeholders.

- Maintain a leading role in the continued progress of the 14-19 agenda across Knowsley
- Continue to work closely with partner Centres for Learning in order to complement Future Schooling strategies
- Ensure that the College is strongly represented at local and sub-regional level in the arrangements to transfer FE responsibilities from the LSC to other organisations
- Strengthen partnership with other agencies including Connexions in order to deliver high quality apprenticeships and employability programmes
- Maintain close partnership working with Edge Hill University in continuous development of our HE provision
- Work closely with Knowsley MBC and other agencies to promote community cohesion
- Implement the principles of the Skills Pledge and encourage other partners (and employers) to participate in the initiative
- Work with partner colleges in the North West and beyond to develop further peer review and transfer of good practice
- Build on Classroom Assistants / Family Learning provision to increase work with primary schools
- Support interagency working to promote healthy life style

Our Commitments to Learners, Employers and Partners

Widening Participation

We aim to widen participation by encouraging and facilitating access and progression opportunities

Raising Achievement

We will continuously implement strategies to improve student motivation, retention and achievement

Inclusive Learning

In delivering teaching and learning we will endeavour to meet each student's individual needs

Curriculum Development

The curriculum will be continually developed to provide flexible, accessible, effective learning programmes appropriate to the individual and the Community.

Quality Improvement

Through a process of continuous quality improvement we aim to deliver all learning programmes and services to meet, and preferably exceed, the expectations of our clients.

Learning Support

Educational, vocational and personal guidance and counselling will be part of all learning programme to assist in analysing needs, supporting study, guiding progression and encouraging each individual to achieve maximum potential

Equality and Diversity

The Equality and Diversity Policy will be comprehensively applied for all students and staff and outcomes will be monitored.

Staff Development

We will maintain Investor in People standards and provide appropriate training opportunities for all staff to meet college objectives.

Resource Management

Resources will be managed efficiently and effectively to ensure value for money and continuously developed to provide an appropriate and stimulating learning environment.

Health and Safety

We aim to minimise risks to health, safety and security through appropriate investment and organisational strategies.

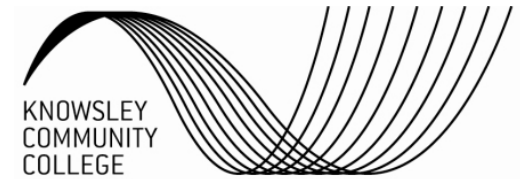
Marketing and Publicity

The college will be promoted, and planning will be informed, by effective marketing strategies, which aim to widen participation.

Our College Values

The Governors, staff, and students of KCC collectively value:

- Active promotion of equality, diversity and inclusiveness, within a culture that respects all individuals for their unique talents and contributions, together with a strong ethos of guidance and support for learners throughout their learning journey
- The recognition and celebration of success for both students and staff, embedded in every Section of the College
- Positive behaviour, self-discipline, and responsibility from all students, through positive citizenship activities, and through positive staff role modelling
- A safer, healthier, greener environment for all students, staff and visitors, and ongoing development of the highest quality learning environments and resources
- Excellent standards in teaching and learning, so that all our students are fully equipped to compete positively for employment or higher education
- Continuous development of all staff to maximise potential, both for the individual and the organisation
- Proactive engagement with customers, stakeholders and local employers, to meet the changing needs of the communities and constituencies served by the College
- A strong and consistent sense of community identity across all sections, levels and courses in the College



Knowsley Community College Aims & Objectives 2009 - 2012

Our Mission

To work in partnership to improve
learning, skills, aspirations and
employability

Strategic Aims

1. To raise the levels of participation and success for all post -14 learners and encourage progression.
2. To promote an ethos of inclusivity, equality and diversity ensuring every person is valued and supported.
3. To maintain highest standards of quality and value for money
4. To play a leading role in developing the skills of the local and wider community.
5. To continue to develop as an excellent partner and a responsible employer to the benefit of all stakeholders.

