



What do we mean by GROW?

The word GROW summarises our vision for Castleward Spencer Academy. Our aim, for everyone at Castleward, regardless of whether they are an adult or a child, is to GROW together so we can be our very best.

What does **GROW** look like?

- recognise what and how we have learned;
- develop skills and review their effectiveness, rather than just carrying on doing things as we have always done them;
- question what we do and why we do it and then deciding how to improve it - whether there is a better, or more efficient, way of doing it in the future.
- support our children to attain highly in readiness for success in secondary school and beyond;
- develop 'personal excellence'.

Continually reflecting and aspiring to become better helps us **GROW**. Thinking about our own performance. Skills and achievements can help us identify changes we might need to make to improve further; this is true whether we are 4 years old or 84 years old.

Our Aim: For ALL children to achieve their personal best, regardless of their background or starting point, through the teaching and modelling of values and skills, including will drive and shape every aspect of life at Castleward. Our core values are:

- Great communication skills**
- Resilient confident learners willing to take risks**
- Opportunities to be curious and independent**
- Working together with kindness to enjoy and**

CWSA Vision
Roots to GROW,
Wings to fly

Roots to grow– We may be a small school but we are part of a huge family! Not only will we open our doors to our children and parents in our community of Castleward, but also the wider Spencer Family and local network of schools and community groups. We will be working together as a team to get the best for everyone in our community. Our school will be a happy place that makes every child feel welcome and have a sense of belonging. By creating a safe, secure and stimulating environment we will provide the optimum conditions for personal growth.

Great communication skills– We aim for children to communicate effectively with a range of audiences, confidently and responsibly. We actively develop the four strands of oracy: Physical, Linguistic, Cognitive and Social and Emotional to enable successful discussion, inspiring speech and performance and effective communication. Everyone has a voice at Castleward!

Resilient confident learners– All children need to be able to respond confidently to the changes or uncertainties they may face in their lives. Through encouraging the development of self-motivation, determination and personal well-being, we will aim to ensure that our children can take. We will encourage pupils to take on leadership roles to develop their independence and help them take ownership of their own personal GROWth.

GROW Time - This could include:

- Debating and discussing
- Use of quizzes & low stakes testing (using knowledge organisers) – repeated weekly, fortnightly, half termly, annually
- Writing and editing work
- Reflecting on and celebrating progress and achievements
- Performing and participating in friendly competition

Opportunities to be curious and independent- By providing children with rich and rewarding learning experiences, we will aim to inspire a lifelong love of learning, grow minds and equip children with the key knowledge, understanding, skills and personal qualities they will need to thrive in a rapidly changing world. Our job is to support our children to become successful and independent learners throughout their lives. Reflection is a key skill to help us GROW and all adults will model it by thinking out loud about their thought processes. We have high expectations for everyone -academically and socially - and value and encourage pupil involvement. We want them to be proud of all they do and look forward to sharing and celebrating achievements!

Working together with kindness to enjoy and achieve – School should be a fun place to be and we will do all we can to ensure every child is happy! By actively participating in all that is on offer, children will go home and tell their parents about each day. We will create meaningful learning experiences with pupils working together towards a clear destination. Destinations will aim to have a clear, high quality outcome that will be shared with different audiences that could include local businesses or community groups. We want our pupils to collect friends and memories that will last them a life time!