

The Red Door School



School Vision & Mission Statement

Approved by Board of Management: 2020-2021

Next Review date: 2021-2022

Signed: _____

(Chairperson of the Board of Management)



Ethos & Philosophy of The Red Door School

The Red Door School seeks to provide **child-centred, evidence based** and autism specific education to our students.

We endeavour to **work enthusiastically, warmly and collaboratively** with parents, professionals, school staff and the local community to provide the **pro-active and positive support** that will **empower** our students reach their potential, and feel secure, confident and welcome in their school.

We seek to create **an environment where each member of our school community feels valued and supported**, and where our students, in particular, are not only respected but celebrated.

Mission Statement

We approach the work that we do with **positivity**. We appreciate that **each student is an individual, with their own strengths, needs and learning style**, but also recognise the **evidence-based strategies** that tend to work the best for learners on the spectrum. We keep ourselves abreast of developments in autism-education, and work with a view to the future- we want our students to develop independence and **life skills** that will increase their autonomy and **happiness** long after their time with us has come to an end.

We are dedicated to the educational and personal development of our student body, and approach the teaching and learning with clarity, consistency and above all empathy. We honour the pupils' **communication**, and recognise the importance of a step-by-step approach, where small achievements are **celebrated** along the way, and the students feel that their school is not only a place to learn, but **a positive** social environment, where who they are and how they negotiate the world around them is valued.

We **support** each other, as a community and ensure that above all, we are listening to what they are **communicating**. That they feel heard and valued.

For it is in that space, of warmth and understanding that we can best **support** them to thrive.



School Vision

At the Red Door School we hold the following statements to be fundamental to our approach to providing...

- **We are - Child-centred-** Our students are at the forefront of everything that we do. We are caring, fair and committed to helping them achieve their full potential.
- **We are - Consistent-** We adopt autism-specific, evidence based approaches, tailored to the individual students' strengths and needs.
- **We - Collaborate -** we work with all members of the class team, outside professionals, parents and most importantly the students themselves to ensure we're all working together to achieve the best possible outcome for each child.
- **We - Communicate-** We take the time to listen, creating a space within the school where our students' communication, is encouraged and respected.
- **We - Celebrate -** we celebrate the achievements, small and big, on the way to meeting our learning goals, and take pride in our students' educational journey.

We will use the following as *Key Performance Indicators* for measuring our success:

SAFETY - We ensure that the health and safety of our pupils and staff is paramount at all times

STRUCTURE- We put structures in place- both physical and pedagogical to ensure our students understand what is expected of them.

SHARING - We share our experiences to help everyone to engage in reflective practice- what works, what doesn't work? We are collaborative, generous and think of the school as a whole community rather than a series of individual separate classrooms.

SPECIFIC- We keep it simple, in our language, and in the learning goals we set for our students. Learning here is a series of manageable steps, we want to keep things sustainable throughout the students' time in the school, and to keep a steady forward trajectory.

SUSTAINABLE- We understand the importance of effective and sustainable supports for our students when planning and implementing their learning goals.



5 Year Goals - Whole School Improvement Plan

Consistency - Structure - Area of Focus 'The Physical Environment' - Goal Increase Average Survey Scores to Effective - Highly Effective Practice In survey results - Review twice each year.

Child Centred - Safety - Termly Audit of all incidents/data. Reduction in baseline recorded Incident Reports involving injuries.

Celebrate - Sharing - Commitment to 1 whole school newsletter per term celebrating class and school achievements and the implementation of Digital Profiles for students through the use of See-Saw education app.

Communicate - specific - we commit to ensuring each child has specific Functional Communication Goals within their IEP

Collaborate - sustainable - we commit to the implementation of the Whole School Continuum of support for behaviours of concern ensuring pupils with the greatest level of need have access to the greatest level of support.



CORE VALUES FOR ALL STAFF

- We are caring, fair and committed to the best interests of the pupils/students entrusted to our care, and seek to motivate, inspire and celebrate their effort and success
- We acknowledge and respect the uniqueness, individuality and specific needs of our students and promote their holistic development.
- We are committed to equality and inclusion and to respecting and accommodating diversity.
- We seek to develop positive relationships with pupils/students, colleagues, parents, school management and others in the school community,
- We work to establish and maintain a culture of mutual trust and respect

PROFESSIONAL CONDUCT

We act with honesty and integrity in all aspects of our work

We respect the privacy of others and the confidentiality of information gained in the course of our professional practice

We take all reasonable steps in relation to the care of pupils/students under our supervision, so as to ensure their safety and welfare

We report, where appropriate, incidents or matters which impact on pupil/student welfare

We communicate effectively with pupils/students, colleagues, parents, school management and others in the school community in a manner that is professional, collaborative and supportive, and based on trust and respect

We ensure that any communication with students, colleagues, parents, school management and others is appropriate, including communication via electronic media, such as e-mail, texting and social networking sites

We ensure that we do not knowingly access, download or otherwise have in our possession while engaged in school activities, inappropriate materials/images in electronic or other format

We ensure that we do not knowingly access, download or otherwise have in their possession, illicit materials/images in electronic or other format

We ensure that we do not practice while under the influence of any substance which impairs our fitness to adequately care for our pupils.



Appendix

Results from Mentimeter Survey:

As part of a whole school collaborative process in revising our school vision & mission statement we sought feedback from staff and parents through a Mentimeter survey.

We asked staff and parents to identify 3 key values and 3 key priorities for our students. The following is an outline of the results received.

Vison and Mission (18)	Mission (10)
<ul style="list-style-type: none"> • Communication X • Child-Centred • Care/ Caring/ Caring, Supportive, Fun • Collaboration X • Celebration X • Challenged • Education/ Educate • Environment for our kids • Encourage Days • Evidence-based • Empower • Enable • Fun • Help • IEP Goals • Inclusion • Kind • Life-skilling • Love • Nurturing • Needs • Non-Judgemental • Progression • Preparation • Positive • Support/ Support and Teach/ Positive Support O • Safety O 	<ul style="list-style-type: none"> • Consistency/ consistent X • Empathy / compassion • Understanding • Learning through play • Communication teaching X • Calmness • Happy Atmosphere/ Fun • School • Fulfillment • Individual Education/ Individual Tailored • Positivity • Safety • Return • Care • Guidance • Support O