

### **Effectiveness of Leadership & Management**

- Senior Leaders will use and analyse data through a triangulated process to ensure a clear picture of the Academy in order to drive standards.
- Senior Leaders will continue to support and develop staff through effective and robust line-management and appraisal.
- Ensure all staff have access to targeted and high quality CPD including supervision.
- Senior Leaders will ensure that new data and management information systems are embedded and fully operational and informing Teaching and Learning.
- Create strong links with local schools and learning communities.
- Ensure all premises are fit for purpose and support the creation of a positive learning environment.

### **Personal Development, Behaviour & Welfare**

- Ensure marked improvement in attendance from baseline through the implementation of a MAT wide attendance strategy.
- Ensure that overall attendance is 85% or better
- SMSC will be supported through a dedicated PSHE programme, weekly assembly, work in curriculum time and tutor mentor time.
- We continue to work towards operating a zero FTE policy to ensure that students are at school and in lessons.
- Termly, Weekly, Daily and by lesson enrichment rewards are promoted and celebrated across the Academy
- Social, Emotional development is tracked effectively to ensure students needs are being met.
- The emotional health and well being of students is at the forefront of the Academies work
- Safeguarding procedures demonstrate that young people's safety is paramount and that processes are robust.
- All Students have PLP's in place.
- Continue to develop the role of the tutor and tutor time

### **Quality of Teaching, Learning & Assessment**

- 80% of lessons (typicality) observed will be 'good' or better.
- Implementation of effective baseline tool (CEM) will be imbedded
- Establish a robust induction process to ensure students follow the most appropriate courses.
- A schedule of learning walks, Termly Lesson Observations and book scrutiny will be used to effectively Quality Assure the work in lessons.
- Assessment will be reported home 6 times a year in a formal written report. (3 interim and 3 full reports)
- Fine tracking will be used by all teaching staff to develop assessment based on Mastery not single assessment points.
- Parents and Carers are engaged in the Academy Teaching and Learning strategy.

### **Outcomes for Children & Learners**

- All students will have access to a full-time, broad and balanced curriculum, with KS4 students studying a curriculum which best supports their post 16 pathway.
- The majority of students will make expected (70%) and accelerated (30%) progress in English and Maths
- Disadvantaged students will make equivalent progress to those students with similar start points
- Students will demonstrate clear progress in their personal development
- Students will demonstrate clear progress in their social emotional development
- Increased rates of integration especially in KS1-3
- At least 90% of Year11 students make a successful transition to post 16 Education, training or employment