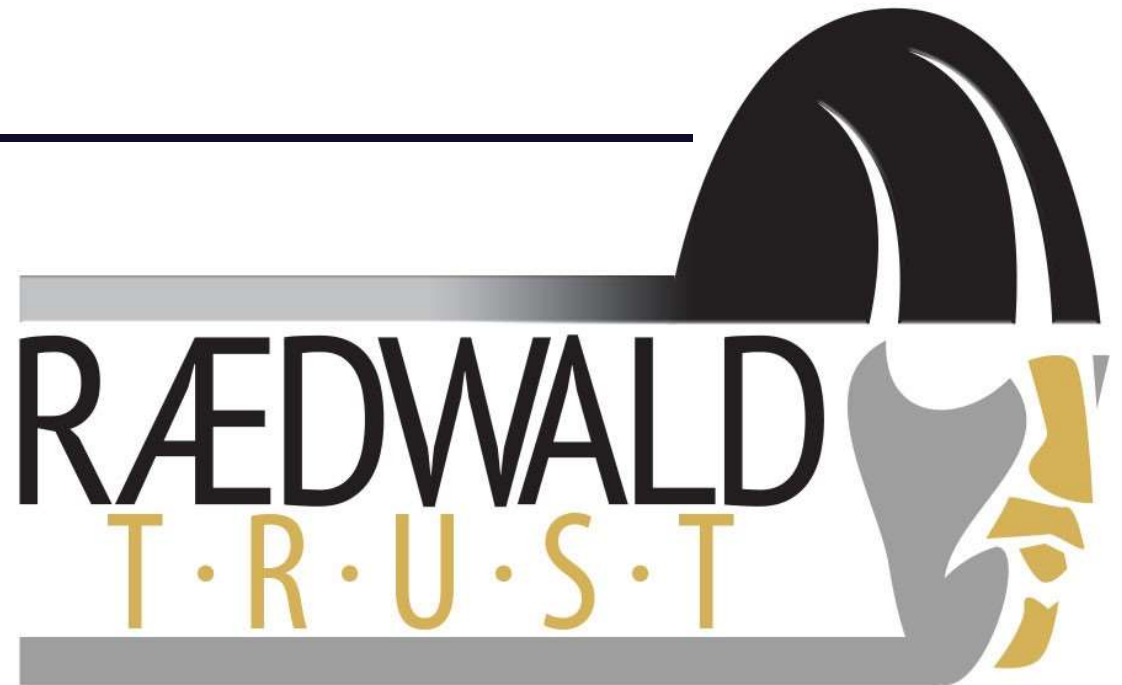

PARKSIDE ACADEMY IMPROVEMENT PLAN



JUNE 2020

Parkside Academy

1. Academy Priorities, Areas for Development (AfD), Key performance Indicators (KPI) Summary 2019 – 2020

Priority 1: Enabling inspirational leadership and management

AFD	Area for Development	KPIs	Actions	Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
AFD 1.1	To further develop collaboration with Trust leaders to support, improve practice and grow opportunities for staff and pupils	Clear and understandable information flow between leaders and managers promote continuous developments	<ul style="list-style-type: none"> To further develop capacity within leadership across the URN Subject leads have been identified, however require training 						
AFD 1.3	Work with the Trust and CEO to implement a trust wide Governance Plan aimed at advancing governance capacity to hold leaders and academies to account	Efficient information sharing and scrutiny takes place regularly ensuring the Academy is self improving	<ul style="list-style-type: none"> QA procedures have been developed, however not yet implemented due to Covid-19. Further systems required for online/remote learning 						

Priority 2: Delivering High Quality Learning

AFD	Area for Development	KPIs	Actions	Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
AFD 2.1	Revise and refine whole school curriculum offer to ensure aspirational teaching and exceptional learning for all	Curriculum is designed and planned for the school year: broad balanced curriculum which demonstrates concentricity	<ul style="list-style-type: none"> Review the deployment of staffing across the URN to ensure that it allows for a broad education for all students 						

	To formalise Character Education within Centre	Character Education clearly planned and in place in centre.		Yellow	Green Red	Yellow	Green Red	Green Red	
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Priority 3: Securing Safe and Energising Learning Environments

AFD	Area for Development	KPIs		Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
AFD 3.4	3.4 Offer the maximum time of learning to all learners and, where a reintegration timetable is necessary, ensure we are doing all we can to increase contact hours	Number of pupils on maximum time in learning increasing Support to pupils to increase offer is robust and scrutinised regularly	<ul style="list-style-type: none"> Learning significantly effected due to lockdown. 	Yellow	Yellow	Yellow	Green	Red	White

Priority 4: Empowering Supportive, Skilled and Nurturing Staff

AFD	Area for Development	KPIs	Actions	Evaluation RAG						
				1/6	2/6	3/6	4/6	5/6	6/6	
AFD 4.1	Invest in colleagues across the trust through a system of professional development aligned to the RT Pay Policy	Ignite professional curiosity, passion and energy Forge strong collaborations and supportive working practice across the Trust Standards in centre improve due to elevated practise								

Priority 5: Forging Focused Partnerships and Collaborations Benefitting Pupil Outcomes

AFD	Area for Development	KPIs	Actions	Evaluation RAG						
				1/6	2/6	3/6	4/6	5/6	6/6	
AFD 5.1/5.3	Develop systems to collect stakeholder voice and act on findings	Systems in place to gather and analyse stakeholder voice	<ul style="list-style-type: none"> Student council in place at SR and meet monthly. Parental feedback systems to be improved to ensure easier access to feedback for parents and the Academy Voice to be collected during the re-opening of the Academy 							
AFD 5.2	To improve opportunities for learning about enterprise and employability in order to better prepare pupils for post 16 transitions	All pupils have a post 16 plan and support package in place For pupils to feel confident in taking their next steps For engagement, attendance and accreditations increase as pupils motivated in learning opportunities								

2. Monitoring and evaluation of the action plan

In order to ensure rapid progress towards these outcomes the actions and KPIs will be monitored in the following way:

a. Academy based monitoring, including Learning and Education Committee

The school based lead for each of the AFDs in the plan will have overall responsibility for the implementation of the action plan for that priority.

The lead will RAG the completion of the actions as follows:

- *RED: the action is not yet started and/or there is a high risk of slippage or non-completion.*
- *AMBER: the action has started though not yet completed, there is some slippage but not cause for concern.*
- *GREEN: the action is fully complete as specified*

Completion of the actions is intended to lead to the impact as outlined in the KPIs.

The Lead will RAG rate the each area for the Head Teacher who in turn will grade the success measures and sign off on the accuracy of the impact assessment for the CEO and Trust Board.

b. Trust based monitoring

The CEO will receive a progress report on the actions plans through the Head Teacher Executive Group. There will be an evaluation of progress towards the success measures of each AFD. On a cycle across each meeting the academy based leads will present the evidence of impact to the Head Teacher for scrutiny by the HEG and Trust Board. The success measures will be RAG rated by the Trust Board based on a scrutiny of the evidence and data presented to the CEO at each HEG meeting.