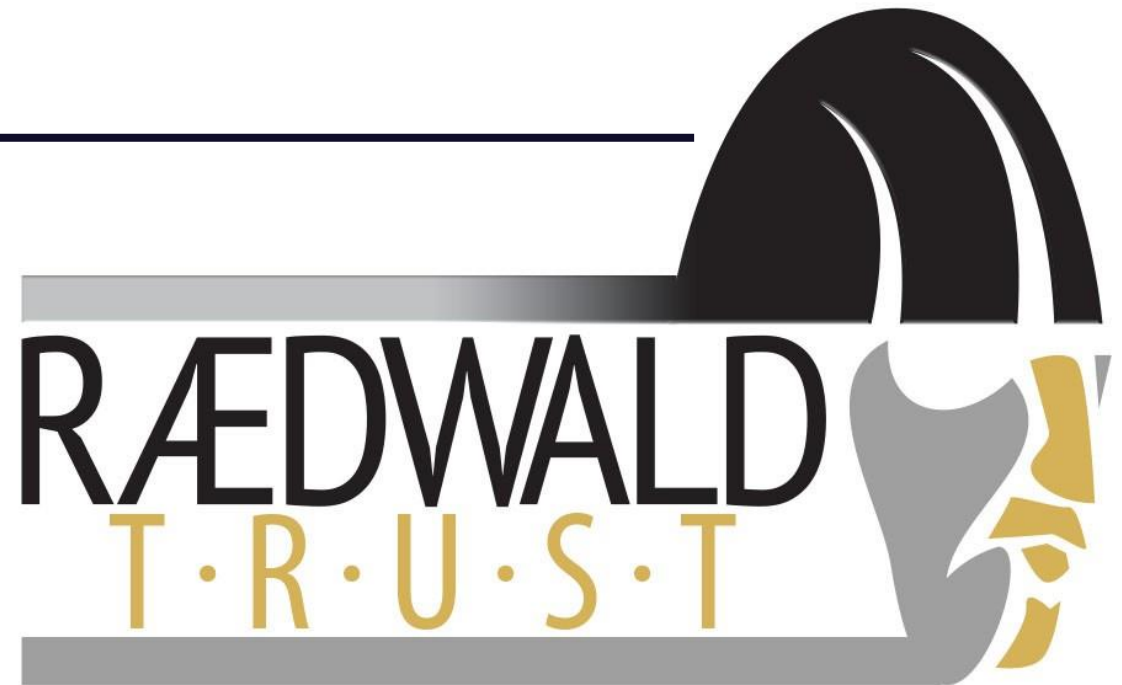


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# ST CHRISTOPHER'S ACADEMY IMPROVEMENT PLAN

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SEPTEMBER 2019

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## St. Christopher's 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 1.2	Create a culture of determined leadership across the trust, rooted in growth and possibility.	<p>Undertake effective internal cross site reviews with a specific focus to develop and share best practice</p> <p>Establish and maintain positive links with external mainstream primary settings</p>	<p>Liaise with leaders across the trust and identify areas of development and utilise existing strengths across the leadership team to support each site's need. (TB)</p> <p>Identify specific AFD from 2.1 to work alongside a mainstream primary setting with to target (TB, CFair)</p> <p>Identify appropriate mainstream primary setting that could offer outstanding support and guidance (TB, CFair)</p>						

## 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	Implement an ambitious programme of exceptional learning for all learners through focused, challenging, pupil target setting.	<p>Have in place an engaging, innovative and challenging curriculum where all staff are clear on the intent, implementation and impact the curriculum.</p> <p>Provide the opportunity for all pupils to be able to access end of key stage national assessments</p> <p>To ensure pupils develop their cultural capital through an effective curriculum.</p>	<p>Continue to work alongside Lauren Meadows to address the areas for development from the curriculum review. (TB, CFair, LQ)</p> <p>Ensure national STA guidelines and deadline are met and add to trust calendar. While working alongside the link Primary setting to support in this process (TB, AJ)</p> <p>Regular teaching team meetings to review the curriculum</p> <p>Ensure we uphold our commitment of offering our learners one employment opportunity each term. (TB, CFair, MW)</p>						

### Priority 3: Securing Safe and Energising Learning Environments

AFD	Area for Development	KPIs	Actions	Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
AFD 3.3	Work with our partners in social care, health and education, to secure our young people's access to the support they require, at the time they require it	Effective relationships with our partners resulting in a whole team confidence on which partner to seek advice from relevant to the pupils need.	<p>Regular communication and dialogue with our partners</p> <p>Ensure weekly SG meetings take place with all members of the SG team present. (TB, CFair, CO)</p> <p>SENCo's continue to have regular communication with all stakeholders in relation to next steps/provision for each child (Annual Reviews) (CFair, LQ)</p>						
AFD 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	All pupils have access to a full time offer	<p>Continue to review the current reintegration timetables in place and work closely with the EWO. (TB, CO)</p> <p>Ensure staff group continue to have a daily dialogue regarding each pupil to ensure their offer is appropriate</p> <p>Half termly F2F meetings with EWO (TB, CO)</p>						

#### 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	Grow a culture of candid conversations, through openness and transparent feedback, promoting ethical accountability	<p>Staff have successfully self-led their professional development this year and developed areas of their practice that were originally identified as areas for growth to further improve the outcomes of our young people</p> <p>Effective feedback following trust visits/reviews/drop-ins</p>	<p>Encourage the positive outcomes of having open conversations about professional development and areas of improvement (TB)</p> <p>Continue to undertake weekly learning walks with links back to the AIP (TB)</p> <p>Continue to undertake termly formal lesson observations (CF, TB)</p> <p>Continue regular work and book scrutiny sessions (TB, CFair, LQ)</p> <p>Share trust calendar with staff (TB)</p> <p>Ensure staff are provided with the opportunity to have professional dialogue following the visits (CF, TB)</p>						

## 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 5.3	Strengthen opportunities to learn from 'pupil voice' and influence organisational operation and strategy	Staff have responded and actioned appropriate pupil feedback to develop the outcomes for the pupils.	Staff to continue to have two briefings a day which provide the opportunity to discuss and pupil feedback.						
		Weekly Student Council meetings with weekly feedback to whole pupil group of meeting outcomes.	Continue to vote for a new student council each half term/term.  Continue with the weekly student council meetings and display feedback on the student council display as well as encourage student council to present to their peers the outcomes of the meetings. (TB)						
		Positive engagement from pupils when giving feedback to the termly pupils and safeguarding questionnaires.	FLO to continue to work with the pupils to complete the pupil feedback questionnaires each term. (TB, CO)						

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## 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.*