

## Academy Development Plan; Leadership and Management

Area for Development	Proposed Action	Start Date	Financial Resources	Human Resources	Initial Review Date / DB meeting	Success Criteria	Monitoring Proforma;
Improve standards for vulnerable cohorts	Improvement Team to identify cohorts in danger of not making age appropriate progress / attainment;	September 2014	Intervention groups, 1-1	DAT; SI Team timetabled half-termly Schools; Also monitor half-termly	SI Committee half-termly from November 2014	Summative CAP reports demonstrate identified cohorts making accelerated progress and/or further actions identified by leadership/teachers	Cohort Action Plans; Summative CAP report to Directors half-termly
Curriculum maps; Meet statutory requirements, ensure all stakeholders' awareness, maintain quality across TDAT	Ensure curriculum maps of an appropriate quality are accessible on school websites	Autumn 2014	1 x non-contact day	1 x SM to agree expectations	January 2015	Clear, evidenced, robust, broad and balanced curriculum across all 4 schools	Termly report by HY, SF within CEORtDB
Data presentation standardised across all 4 schools	All 4 schools to adopt 'Closing the gap' data recording sheet for (half) termly progress, JE designed excel summative sheet at year end. This information used to derive CAPs, as basis for SI discussions focused on raising standards for all cohorts	Autumn 2014	2 x SI Team meetings termly.	2 x SI Team meetings termly.	November 2014, then half-termly.	Data identifies vulnerable groups. These then monitored, make above expected progress or further actions as identified by leadership/teachers	Closing the gap. Excel BRAG sheet.

Rigorous programme of improvement across the 4 schools	SI Team weekly timetable; to ensure rolling programme of improvement.	Autumn 2014	3 x all day meetings across the 4 schools	Weekly SI Team meetings (Thursday 4pm)	November 2014, then half termly.	Impact of robust monitoring evidenced by improvements recorded on appropriate proforma.	Monitoring proformas for each activity detailed on plan.
Strategic planning and recording of training to ensure efficient spending	Central record of training across the 4 schools	Autumn 2014	-	-	November 2014, then termly	Staff update training as appropriate, evidence of financial savings.	Reports within CEORtDB.
Respond to parent views	Questionnaire to be circulated by all schools.	February 2015	Unknown	-	March 2015	Evidence across all 4 schools of improved opportunities arising from schools responding to parental views.	Reports within CEORtDB.
SEN; To ensure high quality Wave 1 provision across all 4 schools.	Staff meetings and observations to support good practice.	Autumn 2014	£680	4 x non-contact days	January 2015	Data and evidence from work scrutinies indicates improved practice	Data. Work scrutiny sheets.
SEN; To ensure statutory requirements are met.	Documents agreed and completed and posted on websites.	Autumn 2014	£170	1 x non-contact	November 2014	School Offer evident on all websites.	School websites.
Accountability maintained at a local level	Vacancies in local GBs filled (BP, CP)	November 2014	-	-	January 2015	Evidence of challenge in GB minutes; quorate meetings.	GB minutes
Improved communication at director level.	Implement Virtual Directors' Office.	Autumn 2014	£500	-	January 2015	Qualitative feedback from directors indicates improved communication opportunities.	DB minutes
Ensure good or better practice across all 4 schools in EYFS	Draw up detailed action plan with SI Team and teachers to improve practice.	Autumn 2014	£1000	6 x non-contact days across 2 terms.	January 2015; report on initial impact July 2015; report on impact across 4 schools / year.	Improved end of year data across the 4 schools.	Termly reports within CEORtDB.

\*Also refer to School Improvement Timetable.

## Academy Development Plan; Behaviour and Safety SMSC

Area for Development	Proposed Action	Start Date	Financial Resources	Human Resources	Initial Review Date / DB meeting	Success Criteria	Monitoring Proforma;
Develop understanding of democracy. Pupils across the DAT working together	Pupils from all 4 schools to attend Parliament day and follow up to be agreed.	Autumn 2014	£300	To accompany pupils and subsequent support	January 2015	Evidence of increased opportunities for democratic knowledge / activities for pupils across DAT	Report to DB
All staff have clear understanding of child protection	MS to lead Tier 2 training for all relevant staff on 03/11/14	Autumn 2014	-	All relevant staff; half day training	January 2015	Single Central Records in all schools show all staff suitably trained by 04/11/14	Single Central Record monitored by Safeguarding Governor in each school
First Aid training	Training to take place for staff across the 4 schools on 03/11/14	Autumn 2014	£600	20 staff across the 4 schools	January 2015	Evidence from all Accident books of appropriate responses to accidents in 100% of instances	Accident Book
Increase impact of SMSC in schools	Half day training involving staff from all 4 schools to focus on plans to significantly develop these areas	Autumn 2014	£1000	Half day; all teachers and teaching assistants	January 2015; feedback from training. March 2015; report on impact / success criteria.	Evidence from SMSC learning walks; pupil conferencing demonstrates at least 'good' SMSC.	To be confirmed.
Formalise strategic plan to promote Britain and British values across schools						Evidence from learning walks / Collective Worship / pupil conferencing, that pupils of different ages have an appropriate understanding of Britain and British values.	To be confirmed.

Assembly / Collective Worship themes to reflect Britain / British values, support SMSC and continue to be broadly Christian. For CW to share continuity of practice across TDAT.	Assembly / Collective Worship themes to be agreed across TDAT. CW to be monitored through observation and pupil conferencing.	Autumn 2014	-	Time for mutual observations of CW.	March 2015	Pupils enjoy CW, are able to talk knowledgeably about Britain and British values. Monitoring of SMSC through pupil conferencing evidences high quality assemblies.	Monitoring proformas to be designed following training day 03/11/14
Community events across the 4 schools	Residential to France; BP, CP, HP.	June 2015	-	5 staff on residential.	July 2015	In SMSC monitoring, pupil conferencing, qualitative impact evidenced across all 4 schools. Increased opportunities recorded.	SMSC / Community element to form part of every CEORtDB
	Residential to Treyarnon Bay; BP, CP	June 2015	-	4 staff on residential.	July 2015		
	Day visit to London	Spring 2015	-	4 staff on visit	March 2015		
	England v Slovenia football; tickets to be offered across TDAT.	November 2014	-	-	January 2015		
	Sports events across TDAT (ref SI Timetable)	September 2014	£800 from sports funding	Transport implications for staff.	January 2015; then half-termly		
	Surf trip	June 2015	-	2 x staff to attend alongside MG	July 2015		
	Choir event across all 4 schools	July 2015	£680	2 x 4 days non-contact	July 2015		

## Academy Development Plan; Quality of Teaching

Area for Development	Proposed Action	Start Date	Financial Resources	Human Resources	Initial Review Date / DB meeting	Success Criteria	Monitoring Proforma;
Increased accountability; improved shared practice, across DAT expectations of high level planning.	All schools to work from the same planning skills progression in literacy and numeracy; CP, HP and BP working from the same planning skills progression in all subjects	Autumn 2014	2 x 1 day supply. Possibly half of training day 03/11/14.	Feedback to individual staff	January 2015	Evidence of above expected progress initially in literacy and numeracy, but once baselines established, in other subjects across DAT	To be confirmed.
Attainment and progress in Maths	Half day training on investigative opportunities in Maths 03/11/14	Autumn 2014	£1000	Staff from all 4 schools to meet	January 2015; feedback from training. March 2015; report on impact / success criteria.	Data demonstrates above expected progress in maths. Work scrutiny indicates impact of investigative / open-ended activities	Current data and work scrutiny forms
Improved impact of guided reading	Pet Morgan to deliver training to teachers in all 4 schools 10/11/14	Autumn 2014	£450	Staff from all 4 schools to meet	January 2015; feedback from training July 2015; analysis of reading data.	Data demonstrates above expected progress in reading	Current data and work scrutiny forms
Coherent, coordinated high expectations of classroom practice through all 4 schools.	Work scrutinies in all 4 schools to follow agreed DAT format in 1 <sup>st</sup> , 3 <sup>rd</sup> and 5 <sup>th</sup> half terms (SI Team w/s in half terms 2, 4 and 6)	Autumn 2014	-	1 (or 2) x SMT meetings within schools	January 2015	Percentages within Graded Proforma improve on a termly basis.	Reports within CEORtDB

## Academy Development Plan; Achievement of Pupils

Area for Development	Proposed Action	Start Date	Financial Resources	Human Resources	Initial Review Date/Final Review Date (Success Criteria)	Success Criteria	Monitoring Proforma;
Improve standards for vulnerable cohorts	Improvement Team to identify cohorts in danger of not making age appropriate progress / attainment; actions and personnel identified to lead improvements (using 'Closing the gap' sheets)	September 2014	Intervention groups, 1-1	DAT; half termly meetings	September 2014; Half-termly reviews of data	Summative CAP reports demonstrate identified cohorts making accelerated progress and/or further actions identified by leadership/teachers	Cohort Action Plans; Summative CAP report to Directors half-termly
Increase number of pupils attaining L6 in reading, (from 1) across the 4 schools	HY to offer advice, support, ideas, programmes for individual pupils / teachers.	November 2014	£340	2 x non-contact days	January 2015; report on progress to date. July 2015; data report.	Increased number of L6 readers across the 4 schools	End of year data.
Target pupils in danger of not making 14 points progress across KS2	Pupils identified across all 4 schools. LoT&L to work alongside teachers to support increased progress.	November 2014	£680	4 x non-contact days	January 2015; report on progress to date. Half-termly reports to SI Committee	Fewer pupils in danger of not making 14 points across KS2 on a termly basis.	Numerical data shared with SI Committee on a termly basis. Reports from LoT&L within CEORtDB