



Acronym Key: SLE – Specialist Leader of Education AfL – Assessment for Learning AP – Associate Principal PSG – Priority Support Group QA – Quality Assured AWO – Attendance and Welfare Officer AAT – Ambitions Academy Trust KPA – Kings Park Academy QPA – Queens Park Academy MA – Manorside Academy S2S – School to School				Colour Key: White: Not started Red: Not achieved past deadline Amber: In process Green: Achieved					
Priority 1 To accelerate progress and raise attainment through improving the quality of teaching and learning so it is at least good.				Success Criterion All children will make at least good progress. 100% of teaching to be good, 30% outstanding teaching					
Objective What	Actions including CPD How	Time Scale	Who	Interim Milestones ½ termly	Outcomes (honest & realistic)	Monitoring	Resources Costs	Status	
1.1 Improve consistency and quality of lesson planning and delivery of more active and	1.1.1 Triangulated lesson observation , book and planning scrutiny half termly cycle graded 1 – 4. to ascertain potential of all teachers to	Every half term July 2018	JF JM BC	October 2017 at least 85% lessons observed good November 2017 100% lessons observed good at least 5% outstanding. January 2018 100% lessons observed at least good	100% lesson observations are good with at least 30% outstanding	Half termly lesson observations Learning Walks (continuously)			

engaging lessons to provide high quality personalised learning for all students.	deliver good and outstanding lessons.			<p>At least 10 % outstanding</p> <p>March 2018 100% good at least 15% outstanding</p> <p>May 2018 100% good at least 20% outstanding</p> <p>July 2018 100% good at least 30% outstanding</p>				
	1.1.2 Teaching and Learning Lead to undertake an audit of teaching development needs and plan individual CPD to address these needs. CPD to include INSET, team teaching, feedback, peer to peer support paired obs etc.	On-going throughout the year JF July 2019	JF JM	<p>October 2017 at least 85% lessons observed good</p> <p>November 2017 100% lessons observed good at least 5% outstanding.</p> <p>January 2018 100% lessons observed good at least 10 % outstanding</p> <p>March 2018 100% good at least 15% outstanding</p> <p>May 2018 100% good at least 20% outstanding</p> <p>July 2018</p>	100% lesson observations are good with at least 30% outstanding	Half termly lesson observations Learning Walks (continuously)	Leadership time ½ a day a week	

HIGH EXPECTATION – HIGH ACHIEVEMENT

				100% good at least 30% outstanding				
	1.1.3 Scrutiny of lesson planning and consistent format to ensure high quality plans that deliver engaging and high challenging work to promote independent learning, with high quality resources to promote further progress that ensures all pupils achieve at least expected progress given prior performance and SEND	On going July 2018	JM AG JC BC RL KM JB SU	Weekly planning scrutiny planning meetings with SB from KPA Spt – 20 th October Fortnightly planning scrutiny with SB from KPA Oct 17 – Dec 17 Planning and Curriculum audit by MV from QPA 21/11/17 November 2017 Maths planning scrutiny (JM JB) January 2018 English planning scrutiny (JM) March 2018 Topic planning scrutiny (JM) January 2018 100% 1TP 50% 2TP April 2018 100% 2TP 50% 3TP July 2018 100% 4TP or achieve Secure#2	All lessons are planned to ensure maximum progress is achieved for each individual through high quality teaching, taking into account the learning needs of specific student groups	Actions monitored through Academy's Self Review Programme	Year leader time 2 hours fortnightly	

	1.1.4 Ensure effective support and interventions are in place to ensure all children achieve equally	On going July 2018	JM AG JC BC RL KM JB SU	All teachers to have begun extended schools by October 2017. December 2017 Any attainment gaps between groups (PPG, EAL, Gender) seen in Sept 17 to have narrowed	July 2018 No significant attainment gaps between groups of children (PPG, EAL, gender) evident	PPM and RAPs		
	1.1.5 To continue to improve the use of AfL in planning, teaching, marking and feedback to ensure rapid pupil progress	Ongoing	JM JF	October 2017 Feedback and Marking audit completed by JF and JM November CPD on AFL (JM) December 2017 Feedback and Marking audit completed by JF and JM April 2018 Feedback and Marking audit completed by JF and JM January 2018 100% 1TP 50% 2TP April 2018 100% 2TP 50% 3TP July 2018 100% 4TP or achieve Secure#2	AfL strategies evident in planning, marking and feedback, through lesson observations and improved pupil progress. 100% of pupils to be making appropriate progress given prior attainment and specific/special needs.	JF through Academy's Self Review Programme Half termly pupil progress meetings Half termly Priority Support meetings – PH ALP		

HIGH EXPECTATION – HIGH ACHIEVEMENT

				100% of Year 2 and 6 to attain National Standard				
1.1.6 Implementation of new maths curriculum – Maths No Problem:	July 2018	JB	<p>INSET September 2017.</p> <p>CPD meeting 25th September 2017</p> <p>October JB to have conducted learning walk in all MNP classes</p> <p>November 2017 Maths planning scrutiny (JM JB)</p> <p>January JB to have conducted learning walk in all MNP classes</p> <p>April JB to have conducted learning walk in all MNP classes</p>	100% of pupils make 4 TP by July 2018 in Maths in Yrs 1, 3 and 5	Lesson planning and observations	£21500 for resources Half termly lesson observations		
1.1.7 Effectively track the progress of all pupils to ensure they are meeting or exceeding their targets	Ongoing July 2018	JF JM BC AH, JC, RL, KM, JB, SU	<p>25th September 2017 - robust and accurate baseline assessments completed for all pupils</p> <p>January 2018 100% 1TP 50% 2TP</p> <p>April 2018 100% 2TP 50% 3TP</p> <p>July 2018 100% 4TP or achieve Secure#2</p>	<p>100% of pupils to be making appropriate progress given prior attainment and specific/special needs.</p> <p>100% of Year 2 and Year 6 pupils on track to attain National Standard.</p>	JF through Academy's Self Review Programme Half termly pupil progress meetings – BC Half termly Priority Support meetings – PH, ALP			

HIGH EXPECTATION – HIGH ACHIEVEMENT

				100% of Year 2 and Year 6 pupils on track to attain National Standard				
	1.1.7 – To ensure standard of reading continues to be raised across the academy. All staff to be using 'Bug Club' to allocate books to the children at the correct reading level		RL	<p>Whole school INSET 4-09-17</p> <p>Audit of reading resources in the school. October 2017</p> <p>All staff to be using 'Bug Club' to allocate books to the children at the correct reading level October 2017</p> <p>January 2018 100% 1TP 50% 2TP</p> <p>April 2018 100% 2TP 50% 3TP</p> <p>July 2018 100% 4TP or achieve Secure#2 100% of Year 2 and 6 to attain National Standard</p>	<p>Reading to be at least in line with National Averages at the end of KS1 and KS2.</p> <p>All children to make 4 tracking points in Reading or 3 tracking points and be at least #3</p>		Bug club subscription	
Priority 2 Ensure that leaders and managers at all levels rigorously monitor and evaluate the achievement of different groups of pupils.				Success Criterion All groups of children make progress in all curriculum areas due to robust and secure data analysis.				
Objective What	Actions including CPD How	Time Scale	Who	Interim Milestones ½ termly	Outcomes (honest & realistic)	Monitoring	Resources Costs	Status

2.1 To challenge and support effective student progress for all students	2.1.1 Create an environment promoting self-development opportunities Middle Leadership structure and UPS3 review. Year Leaders appointed	September 2017	JF	September 2017 Responsibilities and expectations shared May 2018 Teachers and middle leaders accepting roles to further their development	All leaders demonstrate high expectations in all aspects of their role, holding themselves and others to account for results	Through Appraisal system and 1:1 meetings		
	2.1.2 Robust school self-evaluation	On going	JF	RAP and SEF shared with Senior Leadership Team 18 th September 2017 RAP and SEF shared with Leadership Team 25 th September 2017 RAP and SEF shared with teaching staff 30 st October 2017 RAP and SEF shared with Trust 9 th Introduce Middle Leaders to self-review programme and provide training to enable middle leaders to be successful in their self-reviews	100% of staff and Trust have a clear understanding of the Academy's strengths and developmental areas.	JF through Academy's Self Review Programme Half termly Priority Support meetings – PH, ALP		
	2.1.3 Track progress of vulnerable groups each half term		BC, AH, JC, RL, KM,	January 2018 100% 1TP 50% 2TP April 2018 100% 2TP 50% 3TP	All leaders demonstrate high expectations in all aspects of their role, holding themselves and	JF through Academy's Self Review Programme Half termly Priority Support meetings –		

HIGH EXPECTATION – HIGH ACHIEVEMENT

			JB, SU	July 2018 100% 4TP or achieve Secure#2	others to account for results	PH, ALP		
2.1.4 To continue to ensure effective tracking of pupils progress through SPTO	Ongoing July 2018	BC AH, JC, RL, KM, JB, SU	January 2018 100% 1TP 50% 2TP April 2018 100% 2TP 50% 3TP July 2018 100% 4TP or achieve Secure#2	All leaders demonstrate high expectations in all aspects of their role, holding themselves and others to account for results 100% of children to make at least 4 progress tracking points or achieve Secure#2	JF through Academy's Self Review Programme Half termly Priority Support meetings – PH, ALP			
2.1.5 Year Leaders to hold teams to account through planning scrutinises, book scrutinises, pupil progress via SPTO and learning walks.	On going July 2018	BC AH, JC, RL, KM, JB, SU	Introduce Middle Leaders to self-review programme and provide training to enable middle leaders to be successful in their self- reviews November 2017 January 2018 100% 1TP 50% 2TP April 2018 100% 2TP 50% 3TP July 2018 100% 4TP or achieve Secure#2	All leaders demonstrate high expectations in all aspects of their role, holding themselves and others to account for results 100% of children to make at least 4 progress tracking points or achieve Secure#2	Half termly meetings with SLT Review of whole school RAP and minutes from PSG	2 days a fort- night		

	2.1.6 Class teachers are held to account through half termly challenge and support progress meetings	On going July 2018	BC and AH JC RL KM JB SU	January 2018 100% 1TP 50% 2TP April 2018 100% 2TP 50% 3TP July 2018 100% 4TP or achieve Secure#2 100% of Year 2 and 6 to attain National Standard	100% of children to make at least 4 progress tracking points or achieve Secure#2	JF through Academy's Self Review Programme Half termly Priority Support meetings – PH, ALP	1 day a half term for BC	
	2.1.5 Create an environment promoting self-development opportunities	Ongoing		Teachers and middle leaders accepting roles to further their development	All posts filled.	Through Appraisal system and 1:1 meetings		
Priority 3 To secure outstanding/good behaviours for learning To improve attendance to 100% and to eradicate PA				Success Criterion All children make at least expected progress. Attendance figures will exceed those set by the government of 96%				
Objective What	Actions including CPD How	Time Scale	Who	Interim Milestones ½ termly	Outcomes (honest & realistic)	Monitoring	Resources Costs	Status
3.1 To raise profile of the importance of attendance	3.1.1 Rigorously monitor and hold to account all those responsible for attendance through our attendance policy and procedures. Remind parents regularly in newsletter	Weekly reviews July 2018	KS	At least 96% October Weekly figures to all staff Half term report to SLT JF CI	At least 98% attendance PA to be below 5% 100% of children to make at least 4 progress tracking points or achieve Secure#2	JF through Academy's Self Review Programme Half termly pupil progress meetings – JF BC Half termly Priority Support meetings –		

HIGH EXPECTATION – HIGH ACHIEVEMENT

						PH, ALP		
3.1.2 Continue weekly class prize and certificate for best attending class in each Phase and half termly prize and certificate for best class throughout the school	Weekly July 2018	KS	KS1 and KS2 100% attenders to visit Build a bear to make attendance bear October 2017 At least 96% October	At least 98% attendance PA to be below 5% 100% of children to make at least 4 progress tracking points or achieve Secure#2	JF through Academy's Self Review Programme Half termly pupil progress meetings – BC JF Half termly Priority Support meetings – PH, ALP	£150 BAB £200 prizes and medals		
3.1.3 AWO to support and challenge families.	On going July 2018	KS	October half term 80% of meetings attended by parents October – January 100% of meetings attended by parents	At least 98% attendance PA to be below 5% 100% of children to make at least 4 progress tracking points or achieve Secure#2	JF through Academy's Self Review Programme Half termly pupil progress meetings – BC JF			
3.1.4 To continue to carry out home visits on PA on 1 st day of absence. Low attenders 2 nd day of absence	On going July 2018	KS SB	October 2016 half term PA to be below 10% April 2018 8% July 2018 5%	At least 98% attendance PA to be below 5% 100% of children to make at least 4 progress tracking points or achieve Secure#2	JF through Academy's Self Review Programme Half termly pupil progress meetings – BC JF			