

# **RAISING ACHIEVEMENT PLAN Elm ACADEMY**

**URN: 837/2001**

**Date: August 2016**

Signed: .....  
Paul Holman, Executive Principal

Date: .....

Signed: .....  
Principal, J Fish

Date: .....

Signed: .....  
Chair of Governing Body

Date: .....



<b>Objective What</b>		<b>Actions including CPD How</b>	<b>Time Scale</b>	<b>Responsible Who</b>	<b>Interim Milestones ½ termly</b>	<b>Outcomes (honest &amp; realistic)</b>	<b>Monitoring</b>	<b>Resources Costs</b>	<b>Status</b>
<b>Acronym Key:</b> SLE – Specialist Leader of Education AfL – Assessment for Learning AP – Associate Principal PSG – Priority Support Group QA – Quality Assured AWO – Attendance and Welfare Officer QPA – Queens Park Academy KPA – Kings Park Academy S2S – School to School				<b>Colour Key:</b> White: Not started Red: Not achieved past deadline Amber: In process Green: Achieved					
<b>Priority 1</b> To accelerate progress and raise attainment through improving the quality of teaching and learning so it is at least good.				<b>Success Criterion</b> All children will make at least good progress. 100% of teaching to be good, 30% outstanding teaching					
1.1 Improve consistency and quality of lesson planning and delivery of more active and engaging lessons to provide high quality personalised		1.1.1 New observation format and procedures to be shared with staff	INSET 01/09/16	JF	All teachers observed using new format by 21/10/16	Accurate analysis of the quality of teachers and teaching throughout the Academy	QA with SS (SLE) and LD		
		1.1.2 A 6 week cycle of graded 1-4 observations to ascertain potential of all teachers to deliver good and outstanding lessons, in association	w/c 19 <sup>th</sup> September 2016	JF	October 21 <sup>st</sup> 2016 - 60% lessons observed good  (Achieved 50%)	Accurate analysis of the quality of teachers and teaching throughout the Academy	Half termly Priority Support meetings – PH, ALP		

learning for all students.	with Ambitions Teaching School's SLE and Associate Principal			November 25 <sup>th</sup> 2016 - 70% lessons observed good				
1.1.3 Quality assurance of lesson observations through joint observation. Feedback challenge and support will be given by the evaluation of the quality of teaching and learning.	July 2017	JF, CI, SS (SLE) , LD (AP)		January 3 <sup>rd</sup> 2017 100% 1TP 50% 2TP  April 25 <sup>th</sup> 2017 100% 2TP 50% 3TP	100% of lessons are good 30% outstanding	Half termly Priority Support meetings – PH, ALP		
1.1.4 High quality planning in place for all learners in a consistent format	3 <sup>rd</sup> October 2016	CI ST RC NG SU		December 9 <sup>th</sup> 2016 - Planning audit completed by JF and SS (SLE)	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	JF, CI to scrutinize planning audit at SLT Actions monitored through Academy's Self Review Programme		
1.1.5 CPD sessions provided by QPA (SLE) and KPA to improve teaching and learning: High quality feedback Coaching and mentoring	July 2017	JF RC – KS1 NG – Lower KS2 SU– Upper KS2		January 3 <sup>rd</sup> 2017 100% 1TP 50% 2TP  April 25 <sup>th</sup> 2017 100% 2TP 50% 3TP	100% of lessons are good 30% outstanding	JF through Academy's Self Review Programme  Half termly Priority Support meetings – PH ALP		

1.1.6 Additional CPD day planned through the S2S programme all teaching staff to visit either QPA or KPA to improve the quality of teaching and learning.	21 <sup>st</sup> October 2016	JF	KS2 visit QPA Year KS1 and EYFS to visit KPA	100% of lessons are good 30% outstanding	JF through Academy's Self Review Programme  Half termly Priority Support meetings – PH ALP		
1.1.7 Scrutiny of lesson planning and books to ensure high quality plans that will deliver engaging and high challenging work to promote further learning that ensures all pupils achieve expected outcomes given prior attainment and specific special needs.	July 2017 As per self- review cycle	RC – KS1 NG – Lower KS2 SU– Upper KS2	January 3 <sup>rd</sup> 2017 100% 1TP 50% 2TP  April 25 <sup>th</sup> 2017 100% 2TP 50% 3TP  July 13 <sup>th</sup> 100% 4TP or achieve Secure#2	100% of lessons are good 30% outstanding	JF through Academy's Self Review Programme  Half termly Priority Support meetings – PH, ALP		
1.1.8 Improve the use of AfL in planning, teaching, marking and feedback to impact on learning through intensive support, through CPD staff meetings and the sharing of outstanding practice through S2S. leading to improved assessment which	July 2017	ST - EYFS RC – KS1 NG – Lower KS2 SU– Upper KS2	October 31 <sup>st</sup> 2016 – Feedback and Marking audit completed by JF and CI  December 14th 2016 – Feedback and Marking audit completed by JF and CI	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	JF through Academy's Self Review Programme  Half termly pupil progress meetings – JF CI PH  Half termly Priority Support meetings – PH ALP		

**HIGH EXPECTATIONS – HIGH ACHIEVEMENT**

	informs pupil outcomes.			January 3 <sup>rd</sup> 2017 100% 1TP 50% 2TP  April 25 <sup>th</sup> 2017 100% 2TP 50% 3TP  July 13 <sup>th</sup> 100% 4TP or achieve Secure#2	and specific/special needs.			
	1.1.9 Effectively track the progress of all pupils to ensure they are meeting or exceeding their targets,	July 2017 As per self-review cycle	CI	23 <sup>rd</sup> September 2016 - robust and accurate baseline assessments completed for all pupils  January 3 <sup>rd</sup> 2017 100% 1TP 50% 2TP  April 25 <sup>th</sup> 2017 100% 2TP 50% 3TP  July 13 <sup>th</sup> 100% 4TP or achieve Secure#2  100% of Year 2 and Year 6 pupils on track to attain	100% of pupils to be making appropriate progress given prior attainment and specific/special needs.  100% of Year 2 and Year 6 pupils on track to attain National Standard	JF through Academy's Self Review Programme  Half termly pupil progress meetings – JF CI PH  Half termly Priority Support meetings – PH, ALP		

				National Standard				
1.1.10 Consistent approach to effective curricular target setting, monitoring and challenging	July 2017	ST -EYFS RC – KS1 NG – Lower KS2 SU– Upper KS2	30 <sup>th</sup> September 2016 targets in place – all	100% of pupils to be making appropriate progress given prior attainment and specific/special needs.	JF through Academy's Self Review Programme	Directed time/ leadership time		
			January 3 <sup>rd</sup> 2017 100% 1TP 50% 2TP		Half termly pupil progress meetings – JF CI PH			
			April 25 <sup>th</sup> 2017 100% 2TP 50% 3TP	100% of Year 2 and Year 6 pupils on track to attain National Standard	Half termly Priority Support meetings – PH, ALP			
			July 100% 4TP or achieve Secure#2					
			100% of Year 2 and Year 6 pupils on track to attain National Standard					
1.1.11 Introduce new reading programme 'De Bono's thinking Hats' to engage all pupils in reading and raise reading standards	INSET 01/09/16 July 2017	RC NG SU	KS2 to be following activities by 03/10/16	100% of pupils to be making appropriate progress given prior attainment and specific/special needs.	JF through Academy's Self Review Programme	Set of class reading books		
			January 3 <sup>rd</sup> 2017 100% 1TP 50% 2TP		Half termly pupil progress meetings – JF CI PH	Coloured Hats		
			April 25 <sup>th</sup> 2017 100% 2TP 50% 3TP	100% of Year 2 and Year 6 pupils on track to attain	Half termly Priority Support meetings – PH, ALP	Books for reading journal activities		

HIGH EXPECTATIONS – HIGH ACHIEVEMENT

				July 13 <sup>th</sup> 100% 4TP or achieve Secure#2	National Standard in Reading			
<b>Priority 2</b> Ensure that leaders and managers at all levels rigorously monitor and evaluate the achievement of different groups of pupils.				<b>Success Criterion</b> All groups of children make progress in all curriculum areas due to robust and secure data analysis.				
<b>Objective What</b>	<b>Actions including CPD How</b>	<b>Time Scale</b>	<b>Responsible Who</b>	<b>Interim Milestones ½ termly</b>	<b>Outcomes (honest &amp; realistic)</b>	<b>Monitoring</b>	<b>Resources Costs</b>	<b>Status</b>
2.1 To challenge and support effective student progress for all students	2.1.1 Middle Leadership structure review. Phase Leaders appointed in EYFS, KS1, Lower KS2. Upper KS2	October 2016	JF	Posts filled by 21/09/16	All leaders demonstrate high expectations in all aspects of their role, holding themselves and others to account for results	JF through Academy's Self Review Programme		
	2.1.2 Leadership training which includes accountability and Leadership.	November 7 <sup>th</sup> 2016	BRH	Training completed	All leaders demonstrate high expectations in all aspects of their role, holding themselves and others to account for results	JF through Academy's Self Review Programme  Half termly Priority Support meetings – PH, ALP		
	2.1.3 To ensure effective tracking of pupils progress through SPTO	September 2016	CI	Vice Principal visit QPA for training on the use of SPTO Training completed by 26/09/16	All leaders demonstrate high expectations in all aspects of their role, holding themselves and others to account for results	JF through Academy's Self Review Programme  Half termly Priority Support meetings – PH, ALP		

HIGH EXPECTATIONS – HIGH ACHIEVEMENT

				Leadership team updated on using SPTO 03/10/16	100% of children to make at least 4 progress tracking points or achieve Secure#2			
2.1.4 Implement robust school self-evaluation	October 2016	JF		RAP and SEF shared with SLT 18 <sup>th</sup> October 2016  RAP and SEF shared with teaching staff 31 <sup>st</sup> October 2016  RAP and SEF shared with Trust 9 <sup>th</sup> November 2016	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		
2.1.4 Class teachers are held to account through half termly challenge and support progress meetings	As per self-review  July 2017	ST -EYFS RC – KS1 NG – Lower KS2 SU– Upper KS2		January 3 <sup>rd</sup> 2017 100% 1TP 50% 2TP  April 25 <sup>th</sup> 2017 100% 2TP 50% 3TP  July 13 <sup>th</sup> 100% 4TP or achieve Secure#2	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		

HIGH EXPECTATIONS – HIGH ACHIEVEMENT



<b>Priority 3</b> To secure outstanding/good behaviours for learning To improve attendance to 100% and to eradicate PA				<b>Success Criterion</b> All children make at least expected progress. Attendance figures will exceed those set by the government of 96%				
<b>Objective What</b>	<b>Actions including CPD How</b>	<b>Time Scale</b>	<b>Responsible Who</b>	<b>Interim Milestones ½ termly</b>	<b>Outcomes (honest &amp; realistic)</b>	<b>Monitoring</b>	<b>Resources Costs</b>	<b>Status</b>
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 review July 2017	KS ST -EYFS RC – KS1 NG – Lower KS2 SU– Upper KS2	At least 96% October  Weekly figures to Phase Leaders ST, RC, NG, SU,  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 CI  Half termly Priority Support meetings – PH, ALP		
	3.1.2 Introduce 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 2017	KS ST -EYFS RC – KS1 NG – Lower KS2 SU– Upper KS2	KS1 100% attenders to visit Build a bear to make attendance bear October 2016  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 – JF CI  Half termly Priority Support meetings – PH, ALP		
	3.1.3 Attendance administrator to meet with AWO to support and challenge families.	On going July 2017	KS AC	October half term 80% of meetings attended by parents	At least 98% attendance PA to be below 5%  100% of children to make at least 4 progress tracking	JF through Academy's Self Review Programme  Half termly pupil progress meetings – JF CI		

HIGH EXPECTATIONS – HIGH ACHIEVEMENT

				October – January 100% of meetings attended by parents	points or achieve Secure#2			
	3.1.4 Carry out home visits on PA on 1 <sup>st</sup> day of absence. Low attenders 2 <sup>nd</sup> day of absence	On going July 2017	KS CI	October 2016 half term PA to be below 10%  April 2017 8%  July 2017 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 – JF CI		