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**RAISING ACHIEVEMENT PLAN**

**Elm Academy**

**URN: 138990**

**Autumn 2017 – Summer 2018 T1 21-11-2017**

Signed: ……………………………………… Date: ……………………………

Jo Fish, Principal

Signed: ……………………………………… Date: ……………………………

Beryl Baxter, Chair of Academy Advisory Committee

Signed: ……………………………………… Date: ……14-12-2017………

Alex Prout, Director of Primary Education

Signed: ……………………………………… Date: ……14-12-2017………

Paul Holman, Director of Outcomes

Signed: ……………………………………… Date: ……14-12-2017………

Sian Thomas, CEO

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| **RAG status rating:**  White: Not started  Red: Not achieved past deadline  Amber: In process  Green: Achieved | | | | | | | | |
| **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  QPA – Queens Park Academy  KPA - Kings Park Academy  S2S – School to School | | | | |
| **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 teaching and learning across the school. | * + 1. Triangulated   lesson observation , book and planning scrutiny half termly cycle graded 1 – 4.  to ascertain potential of all teachers to deliver good and outstanding lessons. | Every half term  July 2018 | JF JM BC | October 2017 – 85% Good  February 18 –100% Good  March 2018 – 100% Good  May 2018 – 100% unannounced lesson observations Good+  % of teachers rated good or better   |  |  | | --- | --- | | T1 | 94% | | T2 | 100% | | T3 | 100% | | T4 | 100% | | T5 | 100% | | T6 | 100% | | 100% of unannounced lesson observations are good and 30% outstanding | Half termly lesson observations  Learning Walks (continuously) |  |  |
| 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 | Nov 2017 – 5% Outstand  Jan 2018 –10% Outstand  March 2018 – 15% Outstan  May 2018 – 20% Outstand  July 2018 - 30% Outstand  unannounced lesson observations Good+  100% of teachers rated good or better  % of teachers rated outstanding   |  |  | | --- | --- | | T1 | 20% | | T2 | 43% | | T3 | 40% | | T4 | 40% | | T5 | 77% \*\* | | T6 | 56% |   \*\* announced observations | 100% of unannounced lesson observations are good and 30% outstanding | Half termly lesson observations  Learning Walks (continuously) | Leadership time  ½ a day a week |  |
| 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 | September 2017 Writing planning scrutiny (JM)  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  100% of Y2 and Y6 to attain national standard. | 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 | For data tracking see 1.1.3 | AfL strategies evident in planning, marking and feedback, through lesson observations and improved pupil progress.  100% of pupils to make at least 3 tracking points and attain High2# or make 4 tracking points by the end of the year. | JF through Academy’s Self Review Programme  Half termly pupil progress meetings  Half termly Priority Support meetings –  PH ALP |  |  |
| 1.1.6  Implementation of new maths curriculum – Maths No Problem: | July 2018 | JB | INSET September 2017.  CPD meeting 25th September 2017  October JB to have conducted learning walk in all MNP classes  November 2017 Maths planning scrutiny (JM JB)  January JB to have conducted learning walk in all MNP classes  April JB to have conducted learning walk in all MNP classes | 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 | For data tracking see 1.1.3 | 100% of pupils to make at least 3 tracking points and attain High2# or make 4 tracking points by the end of the year.  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 – BC  Half termly Priority Support meetings –  PH, ALP |  |  |
|  | 1.1.8 – 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 | For data tracking see 1.1.3 | Reading to be at least in line with National Averages at the end of KS1 and KS2. |  | Bug club subsriction |  |
| **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 18th September 2017  RAP and SEF shared with Leadership Team 25th September 2017  RAP and SEF shared with teaching staff 30st October 2017 | 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, 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 | JF through Academy’s Self Review Programme  Half termly Priority Support meetings –  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 | For data tracking see 2.1.3 | 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 | For data tracking see 2.1.3 | 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 | For data tracking see 2.1.3 | 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 |  |
|  | 2.1.7 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 whole school attendance and reduce PA across the school | 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  JFI, JMN, RC | At least 96% October  Weekly figures to all staff  Half term report to SLT  OA Attendance %   |  |  | | --- | --- | | T1 | 4.5% | | T2 | 5.17% | | T3 | 5.05% | | T4 | 4.39% | | T5 | 4.7% | | T6 | 5.5% |   Overall 95.14%  PA %   |  |  | | --- | --- | | T1 | 13.23% | | T2 | 14.52% | | T3 | 13.05% | | T4 | 12.1% | | T5 | 10.98 | | T6 | 11.57% |   Overall 11.57% | 96% or above whole school attendance.  PA rate equal to or less than national average of 8.8%  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 –  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 | 96% or above whole school attendance.  PA rate equal to or less than national average of 8.8% | 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 | 96% or above whole school attendance.  PA rate equal to or less than national average of 8.8% | 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 1st day of absence.  Low attenders 2nd day of absence | On going  July 2018 | KS SB | See 3.1.1 | 96% or above whole school attendance.  PA rate equal to or less than national average of 8.8%  Improve on Academy PA figure from 2016 – 20.7% | JF through Academy’s Self Review Programme  Half termly pupil progress meetings – BC JF |  |  |