

RAISING ACHIEVEMENT PLAN

Academy:

Sector:

Autumn 2019 – Summer 2020

Signed: Print Name: ...Jo Fish..... Date: 10 -09 -19

Principal/Associate Principal

Signed: Print Name: Date:

Chair of Academy Advisory Committee

Signed: Print Name: ...Alex Prout..... Date:

Director

Signed: Print Name:Sian Thomas..... Date:

Chief Executive Officer

Raising Achievement Plan 2019-20

RAG Status Rating:	
White:	Not started
Red:	Not achieved, past deadline
Amber:	In process
Green:	Achieved

Priority 1: Quality of education (Intent, Implementation and Impact)				Success Criterion:				
Objective What	Actions including CPD How	Time Scale	Respon- sible Who	Interim Milestones Half termly	Outcomes (Honest and realistic)	Monitoring	Resources Costs	Status
1.1 To ensure positive progress scores across all subjects	1.1.1 Effectively track the progress of all pupils to ensure they are meeting or exceeding their targets	JULY 20	KM	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		
	1.1.2 Ensure effective support and interventions are in place to ensure all children achieve equally	JULY 20	HOY	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		

1.2 To ensure attainment and progress of reading continues to be raised across the academy.	1.2.1 To ensure all staff are confident in delivering high quality guided reading lessons. Staff CPD on guided reading Sept 19	SEPT 19	SC	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		
	1.2.2 To purchase a new reading tracking assessment for years 1,3, 4 and 4 Oct 19	OCT 19	SC	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring	£3000	
	1.2.3 Guided reading and other books to be by ability banded and catalogued and children are reading the appropriate books.	APRI 20	SC	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		
	1.2.4. Lesson observations and learning walks with a focus on guided reading and reading comprehension.	JULY 20	SC JF HOY	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP	100% of pupils to be making appropriate progress given prior attainment and specific/special needs.	Through SLT RAP monitoring		

				50% 3TP July 2020 100% 4TP or achieve Secure#2	All years to achieve their end of year targets .			
1.3 Continue to develop planning and delivery of more active and engaging lessons to provide high quality personalised learning for all students.	1.3.1 New Curriculum overview with links between core subjects and foundation subjects explicit.	SEPT 19	HOY	Curriculum over view completed Sept 2019 Termly coverage review Dec 2019 March 2020 July 2020	100% lesson observations are good with at least 40% outstanding	Through SLT RAP monitoring Self-review programme		
	1.3.2 Scrutiny of lesson planning to ensure high quality plans that deliver outstanding lessons with high quality resources to promote further progress that ensures all pupils achieve at least expected progress given prior performance and SEND	JULY 20	JF HOY	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		
	1.3.3. To ensure the needs of the children are being met. Lesson observation approach changed to focus on what the children have learned, how specific children are being targeted and pupil voice.	JULY 20	JF HOY	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		
1.4 To introduce Power Maths into all year groups.	1.4.1 Maths lead to attend Power Maths training	SEPT 19	AW	January 2020 100% 1TP 50% 2TP		Through SLT RAP monitoring		

				<p>April 2020 100% 2TP 50% 3TP</p> <p>July 2020 100% 4TP or achieve Secure#2</p>				
	1.4.2 All staff to receive CPD on Power Maths	SEPT 19	AW	<p>January 2020 100% 1TP 50% 2TP</p> <p>April 2020 100% 2TP 50% 3TP</p> <p>July 2020 100% 4TP or achieve Secure#2</p>	100% lesson observations are good with at least 40% outstanding	Through SLT RAP monitoring		
	1.4.3 Learning walks with Power maths focus	JULY 20	AW JF HOY	<p>January 2020 100% 1TP 50% 2TP</p> <p>April 2020 100% 2TP 50% 3TP</p> <p>July 2020 100% 4TP or achieve Secure#2</p>	100% lesson observations are good with at least 40% outstanding	Through SLT RAP monitoring		
	1.4.4 Share the calculations policy with staff and parents	DEC 19	AW	<p>January 2020 100% 1TP 50% 2TP</p> <p>April 2020 100% 2TP 50% 3TP</p> <p>July 2020</p>	100% lesson observations are good with at least 40% outstanding	Through SLT RAP monitoring		

				100% 4TP or achieve Secure#2				
1.5 To ensure there are no substantial differences for any group of children, SEND, PPG, EAL, etc	1.5.1 Restructure the Inclusion Team, with roles clearly defined.	SEPT 19	KS	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		
	1.5.2 Pupil passports in place and shared with parents	OCT 19	KS	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		
	1.5.3 Resources available to support learning in the classroom	JULY 20	KS	January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of pupils to be making appropriate progress given prior attainment and specific/special needs. All years to achieve their end of year targets .	Through SLT RAP monitoring		
	1.5.4 Pastoral support groups in place	JULY 20	SB	January 2020 100% 1TP 50% 2TP	100% of pupils to be making appropriate progress given prior	Through SLT RAP monitoring		

	reviewed and evaluated 6 weekly			April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	attainment and specific/special needs. All years to achieve their end of year targets .			
Priority 2: Behaviour and attitudes				Success Criterion:				
Objective What	Actions including CPD How	Time Scale	Responsible Who	Interim Milestones Half termly	Outcomes (Honest and realistic)	Monitoring	Resources Costs	Status
2.1 Attendance procedure to be robust to ensure it remains above 96%	2.1.1 Daily robust procedure in place (see inclusion RAP)	JULY 20	KS SB	Oct 2019 at least 96% Dec2019 at least 96% Feb 2020 at least 96% April 2020 at least 96% May 2020 at least 96%	96% or above whole school attendance PA rate equal to or less than national average	Weekly	Attendance letters	
	2.1.2 All staff accountable for attendance – performance management Regular attendance meetings with families	JULY 20		All PM target set by Oct 2019	96% or above whole school attendance PA rate equal to or less than national average	½ termly	Attendance posters	

	2.1.3 Reward system in place at all levels (individual, class and whole school)	JULY 20	KS	<p>100% Attendance reward trip Sept 2019</p> <p>Oct 2019 best KS1 and KS2 class with reward</p> <p>Dec 2019 best KS1 and KS2 class with reward</p> <p>Feb 2020 best KS1 and KS2 class with reward</p> <p>April 2020 best KS1 and KS2 class with reward</p> <p>May 2020 best KS1 and KS2 class with reward</p> <p>July 2020 best KS1 and KS2 class with reward</p>	<p>96% or above whole school attendance</p> <p>PA rate equal to or less than national average</p>	Through SLT RAP monitoring	<p>£120 Build a bear trip</p> <p>£50 100% badges</p> <p>£200 ½ termly reward prizes</p>	
Priority 3: Personal development				Success Criterion:				
Objective What	Actions including CPD How	Time Scale	Responsible Who	Interim Milestones Half termly	Outcomes (Honest and realistic)	Monitoring	Resources Costs	Status

3.1 To increase the opportunities for a residential trip in KS2	3.1.1 Inform parents and numbers who have expressed an interest	OCT 2019	HOY	Year 6,5 and 4 trips booked Oct 2019	96% or above whole school attendance 100% of children to make at least 4 progress tracking points or achieve Secure#2	Through SLT RAP monitoring		
	3.1.2 Carry out all necessary risk assessments	JULY 20	HOY	Folder of RA in shared area following each trip	96% or above whole school attendance 100% of children to make at least 4 progress tracking points or achieve Secure#2	Through SLT RAP monitoring		
3.2 To have detailed transitions plans in place for vulnerable children	3.2.1 Support vulnerable parents with the application form Oct 2019	JULY 20	KS and KM	Contact made with secondary schools April 2020 Additional visits take place June Additional visits take place July	All year 6 apply for a secondary school	Through SLT RAP monitoring		
	3.2.2 HOY 6 to liaise with key workers at Oak primarily and other feeder schools	JULY 20	KM	Principal of oak visit Y6 Sept 19 Visits from key secondary staff April 20 Visits from key secondary staff June 2020 Principal of Oak to visit Y5 June 2020	96% or above whole school attendance 100% of children to make at least 4 progress tracking points or achieve Secure#2			
	3.2.3 Individual programmes in place for additional transition visits	JULY 20	KS	Secondary schools to be contacted April 2020	96% or above whole school attendance			

				Additional visits June 2020	100% of children to make at least 4 progress tracking points or achieve Secure#2			
				Additional visits July 2020				
3.3 To continue to develop and embed British Values and SMSC	3.3.1 Weekly class assemblies Create a calendar to show key events and themes To continue to invite external visitors to deliver assemblies.	JULY 20	SLT	Class assemblies on timetable September 2019 Calendar in place Sept 2019 Delivery of Key assemblies Half termly visitors	96% or above whole school attendance 100% of children to make at least 4 progress tracking points or achieve Secure#2	Weekly		
Priority 4: Leadership and management				Success Criterion:				
Objective What	Actions including CPD How	Time Scale	Responsible Who	Interim Milestones Half termly	Outcomes (Honest and realistic)	Monitoring	Resources Costs	Status
4.1 To continue strengthen the leadership skills of all staff	4.1.1 HOYs to hold their teams account through their RAPs	JULY 20	HOY	RAPs to be written and agreed Oct 2019 January 2020 100% 1TP 50% 2TP April 2020 100% 2TP 50% 3TP July 2020 100% 4TP or achieve Secure#2	100% of children to make at least 4 progress tracking points or achieve Secure#2	RAPs to be RAG'd and presented to SLT each half term. Whole school RAP to be discussed regularly at SLT		

<p>4.2 To challenge and support effective student progress for all students</p>	<p>4.2.1 Robust school self-evaluation</p>	<p>JULY 20</p>	<p>JF</p>	<p>SEF RAP shared with Leadership team Sept 2019</p> <p>SEF RAP shared with all staff 4th Nov 2019</p> <p>Introduce new Middle Leaders to self-review programme and provide training to enable middle leaders to be successful in their self-reviews Sept 2019</p> <p>HOY Self Review report Dec 2019</p> <p>HOY Self Review report April 2020</p> <p>HOY Self Review report July 2020</p>	<p>100% of staff and Trust have a clear understanding of the Academy's strengths and developmental areas.</p> <p>100% of children to make at least 4 progress tracking points or achieve Secure#2</p>	<p>JF through Academy's Self Review Programme</p> <p>Termly Priority ATAR – PH, ALP</p>		
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