

St Ivo Academy Delivery Plan

<p>Astrea Strategic Foundations</p>	<p>Leading in Academy education</p> <p>KPI1: Quality of Education</p>	<p>Driving a high performance culture</p> <p>KPI2: Leadership & Management</p>	<p>Driving social equity & responsibility</p> <p>KPI3: Behaviour & Attitudes</p>	<p>Driving expertise & innovation</p> <p>KPI4: Personal Development</p>
<p>Key Themes & KPIs</p>	<p>Curriculum Review. High levels of progress and attainment – including PP/DP and SEND. Reading at the heart of subjects. Teachers’ skills and knowledge.</p>	<p>Astrea appraisal system. Value for money.</p>	<p>Effectively dealing with bullying and discrimination. Consistency in behaviour management.</p>	<p>Student voice. Mental health support.</p>
<p>Strategic Enablers</p>	<p>Courses review. Intent, implementation, impact. Use of data drops and summative assessment. Quality assurance.</p>	<p>Focused use of appraisal targets. Accountability of TLR holders. Review of courses and roles.</p>	<p>Use of CPOMS. Integration with Astrea systems. Reinforcement of existing internal systems.</p>	<p>House councils and student leadership. CALMtown and staff training.</p>

Academy Improvement and Development Plan 2020/21

Objective	Key indicators and actions	Responsible	Key dates	Progress
Quality of Education				
<ul style="list-style-type: none"> To ensure that all subjects and their schemes of learning are reviewed and adapted in light of Covid restrictions and are amended regularly to ensure catch up and suitable curriculum coverage 	<ul style="list-style-type: none"> Regular reviewing of all programmes of study in the light of the developing national situation All changes are agreed with SLT line manager and their impact reviewed Catch up work has a positive impact on students across all year groups 	Cg, HoDs SLT Cg, Sw, Sl and Sn	Ongoing in current situation	
<ul style="list-style-type: none"> To achieve and sustain high levels of progress and attainment in all subjects, ensuring all subjects have similarly high levels of achievement. Ensure outcomes for PP/DP, SEND and low prior attainers are at least in line with national expectations. 	<ul style="list-style-type: none"> Use of data drops, including teacher predictions and assessments compared to FFT20 targets. These will inform interventions, which will be effectively monitored to check how well they are improving progress. Regular, standardised and quality assured assessments, including summative assessments at Key Stage 3 in January and June in line with the Astrea assessment policy. Revision and support materials to be in place in time for assessment preparation Strategy for DP/PP students to be reviewed and developed further in consultation with central trust colleagues 	Sw, SLT, HoDs Sw, SLT, HODs HoDs Cg and Fw	Review in December 20 Review following January '21 assessments Ongoing	

<ul style="list-style-type: none"> To ensure all subjects have the development of reading at the heart of their programmes of study. 	<ul style="list-style-type: none"> Reference made to reading, vocabulary and literacy in subject curriculum statements Visibility identified in learning walks/lesson observations Astrea reading scheme to be launched in January '21 Appoint a non SLT, non-English teaching colleague to coordinate work 	Cg, Sw, SI and new coordinator (to be appointed)	Planning for January launch as soon as materials are available	
<ul style="list-style-type: none"> To ensure that departments focus on the development of skills and knowledge for teachers. 	<ul style="list-style-type: none"> Use of quality assurance to ensure consistency, especially with non-specialist teachers Use of the Astrea LPD offer Ensure staff equipped to enable planning that reflects high expectations of students' capabilities, and hence all students, especially the most able, are given work that consistently challenges them. To develop the use of Knowledge Organisers in all subjects and to monitor the impact they are having on learning 	Wi Wi and HoDs Cg, SLT, HoDs	Ongoing Review at end of autumn term	
Leadership and Management				
<ul style="list-style-type: none"> To develop the consistency of senior and middle leadership in the academy 	<ul style="list-style-type: none"> Make the best use of line management structures and meeting structures. To actively engage in supporting work across the trust To look for opportunities to develop the skills, experience and brief of St Ivo staff wherever possible 	Gr Gr Gr	Ongoing. Review at end of autumn term	
<ul style="list-style-type: none"> To ensure work on value for money and financial efficiency is sustained 	<ul style="list-style-type: none"> Ongoing review of roles as necessary with a particular focus on non-teaching positions To review current contract and arrangements with support from central colleagues 	Gr Gr, ATT	Ongoing	

	<ul style="list-style-type: none"> To increase level of financial knowledge and accountability amongst budget holders 	Gr, ATT		
Behaviours and Attitudes				
<ul style="list-style-type: none"> To ensure all cases of bullying, peer on peer abuse or discrimination are dealt with quickly and effectively. 	<ul style="list-style-type: none"> Use of CPOMS as part of its wider use for maintaining effective safeguarding Embedding of the new model of reporting, recording and following up incidents Engagement with The Diana Award training for students 	DI, Va HoY and SSAs DI	Review in December '20	
<ul style="list-style-type: none"> To improve the consistency of behaviour management across the academy. 	<ul style="list-style-type: none"> Reinforcement of behaviour systems with staff as necessary eg Ready Respectful Safe, referrals to Reflection Room/IEU, student support services. Integration with Astrea policies and the consistency of approach taken by Astrea schools Review and amend processes as needed as part of our Covid measures 	DI, Va and all staff DI and Va DI and Va	Review in November '20	
Personal Development				
<ul style="list-style-type: none"> To ensure there is effective support for mental health issues, including active work as part of CALMtown initiative in St Ives. 	<ul style="list-style-type: none"> Regular updates to SLT and staff from CALMtown representatives Respond to staff work on well being Focus on some softer skills about well being and resilience with students 	Bw SLT Va, DI, Sk	Review every half term	
<ul style="list-style-type: none"> To review all IAG work across the school to ensure compliance with Gatsby benchmarks for careers provision 	<ul style="list-style-type: none"> Full review undertaken of all aspects of IAG work at St Ivo Plan established for restructuring of curriculum provision. Review of current work experience arrangements Plan for the provision of careers adviser with Cambridgeshire hub 	SLT	Target for review to be completed by Easter '21	

Sixth Form				
<ul style="list-style-type: none"> To ensure the quality of teaching in Sixth Form lessons consistently involves sufficient challenge and pace of learning. Thereby improving student progression and aiding recruitment and retention. 	<ul style="list-style-type: none"> Evidence of challenge for all in lessons, shown through lesson observations, learning walks, MAF process. Use of data drops to inform interventions, using same process as KS4. Effective marketing, including IAG to Year 11 students and work with younger students to introduce Sixth Form. 	SLT Mo Mo	Ongoing. Do we need another sixth form review this year?	
<ul style="list-style-type: none"> To review internal procedures (attendance, tutoring, leadership structures etc). 	<ul style="list-style-type: none"> Attendance procedures to be brought in line with lower school Pastoral systems reviewed to ensure effectiveness 	Mo Mo	Dec '20	

V 14 October 2020