

The Trust School Improvement Model

Purpose

The Trust has set a strategic agenda to ensure it delivers excellence in education to raise aspiration and ensure every child meets their full potential. It has devised the following aims in order to meet this strategic ambition.

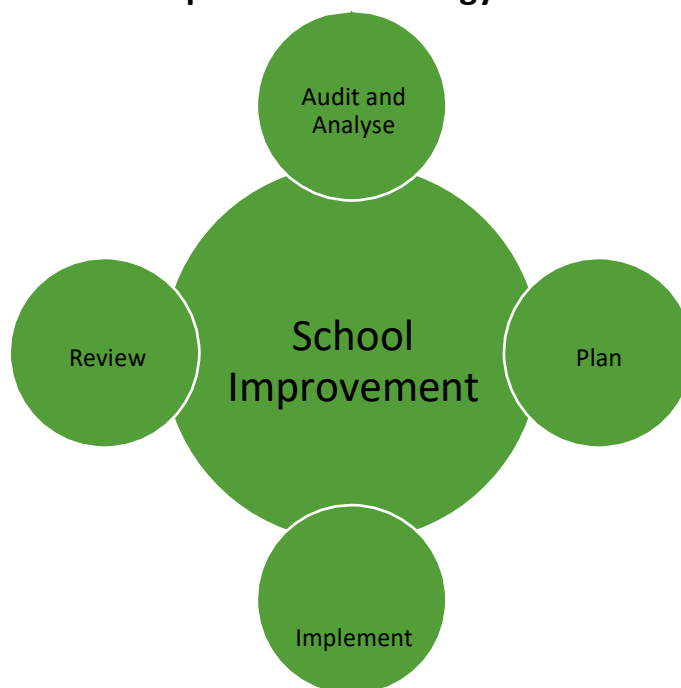
1. High performing academies
2. Collaborative
3. People (to attract, develop and retain the best talent)
4. Finance and Infrastructure (sustainable finance and infrastructure)
5. Effective leadership

The Trusts work on school improvement is evident in each aim with clear success criteria to ensure educational transformation. The Trust will work with every academy within our family of schools to support school improvement on four levels:

Lead and Grow: Educational development is always advancing. To build great schools, the culture of innovation and ongoing development needs to be fostered. The Trust school improvement strategy aims to support academies working together on common priority areas using research and development and sharing of good practice.

Reinvent and Stabilise: All students within the Trust should benefit from high standards and effective provision. Where standards stall, the Trust will act quickly to implement effective practice supported by a central team of proven leaders.

Components -Trust School Improvement Strategy



Audit and Analyse – Performance Standards

The following performance standards have been adopted to provide a clear line of sight on the quality of education/curriculum and overall academy performance:

- Eradicate the gap between disadvantaged and non-disadvantaged
- All academies are judged outstanding by Ofsted
- An inclusive environment with zero permanent exclusion
- All groups of learners achieve results above national averages
- Impeccable behaviour and attendance
- All children have the skills and are prepared to achieve a positive transition in their next stage

Target Setting- At the start of every academic year the Trust will set targets with each Academy to realise the performance standards above. The targets set will be challenging but achievable to ensure rapid progress or sustained high performance. The targets proposed for each Academy will be reviewed at the local governing board before being formally agreed by Trust Board in October. Once targets are agreed they will form the success criteria in development plans and the performance management for senior leaders across the Trust.

The academy card (appendix 1), which is centrally managed, will document each academy's targets and provide live data on how successfully these targets are being achieved over the year.

Plan and Implement

The targets set will inform the priorities in academy development plans with a clear timeline for implementation. Where there are common priorities academies will seek to work together across the Trust. The level and nature in how the Trust will support academy improvement depends on which level/tier the academy is working at.

Tier 1 Lead (observable features)

- A culture of aspiration is embedded
- Student attitudes are exceptional because of strong and consistent social norms
- Strong relationships exist with a strong sense of team academy and team Alpha
- Ambitious curriculum expertly delivered ensures students consistently achieve highly (including disadvantage and SEND).
- High staff morale and low employee turnover
- Research and development are embraced by all staff
- Leadership develops new areas of expertise and provides Trust wide capacity
- Governance is strong and sustainable for the future
- A highly effective culture of safeguarding exists

Academy Led (Plan and implement)

- 2-5 year master plan and shorter term big moves
- Regular review of live "risk" issues
- CEO 1:1 every 4 weeks
- Annual external health check from SIP/NLE
- Good practice visits and partnerships
- Support from Trust school improvement team
- Contribute towards Trust networks
- Capacity established to provide expertise for Trust wide/city development

Tier 2 Grow (observable features)

- Attendance and PA are close to national averages
- An ambitious curriculum intent is delivered through strong and consistent teaching and learning (only small pockets of poor practice exist and are being addressed)
- National test data is close to national averages with isolated areas falling below national benchmarks
- Leadership is shifting more to assuring quality from operational delivery
- Whole school programmes are embedded to support research and development
- Governance is strong and consistently holds leaders to account
- A secure culture is in place with consistent routines ensuring that low level disruption is infrequent
- Safeguarding is effective

Academy Led (Plan and implement)

- 2-5 year master plan and shorter term big moves
- Regular review of live "risk" issues
- CEO 1:1 every 4 weeks
- Annual external health check from SIP/NLE
- Good practice visits and partnerships
- Support from Trust school improvement team
- Contribute towards Trust networks
- Academy starts to develop more expertise to support Trust wide/city development

Tier 3 Reinvent (observable features)

- Attendance and PA are below national averages but improving
- Teaching is improving with ineffective practice being addressed
- Embryonic projects are started to encourage research and development
- The intent of a broad and ambitious curriculum is starting to be established
- Assessments show improvement although not consistently (national test data takes longer to improve)
- Leaders are taking actionable steps to improve culture and consistency
- School culture is improving although low level behaviour disruption is still evident.
- Fixed term exclusion may remain above national averages
- HR issues increase as a minority of staff are resistant to change
- Safeguarding is effective

Academy Led (Plan and implement)

- 2-5 year master plan and shorter term big moves
- Shorter term big moves are broader and more comprehensive to maintain/continue recent developments
- Regular review of live "risk" issues
- CEO 1:1 every 2 weeks
- Termly external health check or review from SIP/NLE
- Good practice visits and partnerships
- Support from Trust school improvement team
- Contribute towards Trust networks
- More frequent governor challenge & improvement committees
- Trust board detailed review of standards and progress every term

Tier 4 Stabilise (observable features)

- Attendance and PA (well) below national averages
- Teaching is poor with limited or no professional development
- Unstable leadership and ineffective governance fail to hold anyone to account
- Behaviour is poor and exclusions are well above national averages
- High staff absence with difficulty to recruit or retain good staff
- Safeguarding arrangements are ineffective

Trust Led (Plan and implement)

- Trust led leadership review
- Executive leader to implement standardised policies that are proven in areas of need
- Statement of action/development plan focused on all areas
- Regular review of live "risk" issues
- CEO 1:1 every 2 weeks
- Termly review from SIP/NLE
- Additional externally commissioned learning and teaching reviews
- Support from Trust school improvement team
- Support from Trust networks
- More frequent governor challenge & improvement committees
- Trust board detailed review every half term

Review

The following mechanisms are in place to review the effectiveness of Academy improvement planning and how Trust support is allowing all academies meet the strategic aims and performance standards set by the Trust.

Local Governing Boards

The Trust board has delegated the standards review for individual academies to each local governing board. The Trust board will ensure each local governing board has the appropriate skills and experience to conduct the support and challenge role effectively. Governors at each academy will use the following tools to ensure improvement planning is leading towards set targets.

- External review/ School improvement partner reports
- Academy card review (how well targets are being met)
- Position statement by the Trust on how well each academy is meeting set priorities
- Reports from senior leaders on key priorities
- Academy development plan review
- Link governor visits
- Challenge and Improvement committees

Trust Board

The CEO and other members of the executive will report to Trust Board regularly on how well academies are performing and the effectiveness of Trust school improvement support. The evaluation provided will support the Trust Board in setting the future strategy to meet the set performance standards. Tools that the Trust board will use to review performance and effectiveness

- CEO and Executive reports at Trust Board and committees
- Trust Business plan review
- Academy card/Position statement/Risk register review
- External review/School improvement partner reports
- LGB minutes and Chair of Local Governing Board meetings
- Executive team performance management reviews

External support

Each academy will have an NLE or other suitably qualified educational expert to act as the School improvement Partner. All School Improvement Partners will be approved by the Trust Board with the primary role to:

- Quality assure and ensure the correct school improvement actions have been identified with robust data underpinning evaluation.
- Support development where appropriate and connect leaders to good practice.

In addition, the Trust will commission external reviews to evaluate and support the development of the quality of education in each academy.

New schools joining the Trust

A baseline assessment is undertaken during the due diligence process to establish overall school performance against national benchmarks and Trust KPIs. A review of published data together with the school's latest in-year data is undertaken along with a review of the school improvement plan and latest SEF. The Trust will evaluate whether a broad and balanced curriculum is in place, that is effective and appropriate. All schools joining the Trust will be welcomed into the collaborative family with a role in supporting school improvement across the Trust. Where a school has been identified as a capacity taker through the due diligence process, the Trust will use its central capacity (**see appendix 2**) to support rapid school improvement. In addition, the Trust when appropriate, will commission support from other MATs and individual specialists in order to take swift action and implement strategies to make a positive impact on educational outcomes.

Trust Capacity to Support

