

Teaching School 2014/15 - Action Plan – 1. Initial teacher training / School Direct



Action points	Milestones	Date	Lead	Impact	KPIs
School Centred Initial Teacher Training Application (SCITT)	<ul style="list-style-type: none"> Attend new provider briefing event to become an accredited provider. Recruit SCITT Coordinator. Complete business case/formal bid. If successful, high profile marketing campaign to promote SCITT for 2016 recruitment. Encourage Alliance school to bid for school direct/SCITT places within teaching alliance. If successful, prepare for potential transfer of existing School Direct provision to SCITT. 	<p>October 2014</p> <p>October 2014 February 2015 On-going</p>	L Draycott K Shilton	<p>Qualified, high quality primary and secondary teachers.</p> <p>High quality training and mentor/coaching provision.</p> <p>Schools in alliance adequately staffed with high calibre teachers</p>	3.2
School Experience Programme	<ul style="list-style-type: none"> DfE School experience programme established in all secondary alliance schools if not already. Provision for all subjects/phases to offer school experience opportunities. Promotion of SEP through social media. Monitor and collate data across the alliance for impact. 	<p>January 2015</p> <p>Easter 2015 January 2015 July 2015</p>	L Draycott K Shilton	<p>High uptake to School Direct places identified through the SEP programme.</p> <p>High quality School Direct applications identified through SEP programme.</p>	3.2
Recruit School Direct 2015 allocation	<ul style="list-style-type: none"> Effective marketing campaign in place across the year including careers fairs, twitter, website, recruitment events, school alumni. High quality interview process. Target numbers to be reached. 	<p>On-going</p> <p>On-going September 2015</p>	L Draycott K Shilton	<p>Full allocation recruited.</p>	3.2
2014/15 Professional studies	<ul style="list-style-type: none"> Develop professional studies programme to include a wider delivery team and experiences within and outside the Alliance. 	On-going	K Shilton	<p>95% of trainees employed and graded good or higher</p> <p>90% of trainees satisfied through course evaluation</p>	3.2

Teaching School 2014/15 - Action Plan – 2. CPD

Action points	Milestones	Date	Lead	Impact	KPIs
Subject Knowledge Enhancement courses (SKE)	<ul style="list-style-type: none"> Research needs across the Alliance Bid of SKE funding (subjects dependant on research findings) Development of CPD courses/materials Promotion of courses through social media/NCTL Target uptake/attendance to be reached. 	<p>January 2015</p> <p>January 2015</p> <p>On-going</p> <p>January 2015</p> <p>January 2015</p>	M Rock R Osborne	High quality trainee/subject teacher. High calibre of training delivered for trainees and alliance teaching staff.	2.3
Subject expertise courses in primary schools	<ul style="list-style-type: none"> Research feeder primary schools and Alliance to establish need Offer taster courses within school on non-core subject areas Development of bespoke professional development packages for identified subjects within primary schools Promotion of courses through social media Target attendance/uptake of courses to be reached 	<p>January 2015</p> <p>Spring term</p> <p>On-going</p> <p>On-going</p> <p>On-going</p>	Lead professionals/SLEs	Improvement in quality of provision within curriculum areas. Quality of achievement within curriculum areas. CPD improving quality of teaching. Expansion of school alliance through collaborative work.	1,3,4,5
Programme of CPD according to Alliance needs	<ul style="list-style-type: none"> Alliance schools to audit CPD requirements Plan programme of CPD courses Promotion of courses through social media to develop the Alliance Target attendance 	<p>January 2015</p> <p>February 2015</p> <p>Spring term</p> <p>On-going</p>	M Rock L Draycott	Pupil performance. Improvement in the effectiveness of overall school performance. Quality of teaching. Deployment of SLEs and identifying future SLE recruitment.	3,4,5.
NQT Professional Development Programme	<ul style="list-style-type: none"> NQT CPD package designed Opportunities for alliance schools to access all or part of provision 	<p>January 2015</p> <p>On-going</p>	R Osborne	Improved outcomes for schools	3,6.

Teaching School 2014/15 - Action Plan – 3. Leadership

Action points	Milestones	Date	Lead	Impact	KPIs
Aspiring Middle and Senior Leader Programme	<ul style="list-style-type: none"> Design programme and plan launch Dates of courses finalised and marketed New facilitator(s) trained to enhance core team Evaluate and refine following feedback 	February 2015 On-going On-going	R Beards K Hibbs A Turner I Pratt	Quality of leadership and management judgements. Quality of teaching judgements improved. Impact on school performance. Middle leaders successfully moving to senior leadership roles	3,4,5.
SSAT Outstanding Achievement	<ul style="list-style-type: none"> Design programme for SSAT Deliver course to two cohorts Evaluate and refine for future delivery 	February 2015 May/June 2015 July 2015	Leadership	Strategies to sustain improvement Improved data and tracking intervention / measuring progress	4,5.
Empowering Middle Leaders Programme	<ul style="list-style-type: none"> Refine existing programme deployed across the Matrix Academy Trust Evaluate course content depending on audience Plan programme launch Promotion of programme through social media 	January 2015 February 2015 February 2015 On-going	A Turner Lead Practitioners	Quality of leadership and management judgements. Quality of teaching judgements improved. Impact on school performance.	3,4,5
School Inspection For Middle Leaders	<ul style="list-style-type: none"> Nominated staff to complete additional Ofsted Inspector training Work with established Ofsted inspectors as consultants for the Alliance Offer independent validation service 	TBC (Awaiting Ofsted to promote recruitment of Additional Inspectors)	TBC	Self-evaluation judgement accuracy to be improved.	6

Teaching School 2014/15 - Action Plan – 4. School to School Support

Action points	Milestones	Date	Lead	Impact	KPIs
Area/ Policy review audits	<ul style="list-style-type: none"> Profile of System Leader Team to address areas of concern within schools e.g. monitoring and evaluation Promotion of profiles through social media 	<p>January 2015</p> <p>February 2015</p>	M Rock Leadership	Improvement of the effectiveness of schools. Recommendations would support pupil achievement.	4,5,6
Subject Leaders of Education (SLEs) and National Leaders of Education (NLE)	<ul style="list-style-type: none"> Application submissions within calendar windows Profiles to be completed Promotion of SLE profiles through social media. Deployment in schools 	<p>May 2015</p> <p>June 2015</p> <p>On-going</p> <p>On-going</p>	L Draycott	Achievement gap for pupils reduced Bringing schools in line with National Average. Leadership improvements to impact overall Ofsted judgement.	3,4,5
Transforming Teaching 3-2-1	<ul style="list-style-type: none"> Assessing needs across the Alliance Design personalised programme Promote through media channels Evaluate success and refine if needed. 	Spring Term 2015	M Rock	Quality of teaching improved. Developing leaders of the future.	3,4,5,6
Multi Academy Trust (MAT)	<ul style="list-style-type: none"> School development plan completed for any additional schools to the MAT Deployment of SLEs/Lead Practitioners as required Area reviews Monitoring and evaluation schedules created. 	On-going	Leadership	Ofsted judgements improved Achievement gap for pupils reduced bringing schools in line with National Average.	1,3,4,5,6

Teaching School 2014/15 - Action Plan – 5. Research and Development

Action points	Milestones	Date	Lead	Impact	KPIs
Masters Programme	<ul style="list-style-type: none"> • Opportunity to extend intake of Masters Programme across the Alliance. • Extend breadth of pedagogical research conducted by staff through course/module variety • Disseminate findings across Alliance partners and links 	<p>January 2015</p> <p>Spring term 2015</p> <p>On-going</p>	D Lowbridge	Pedagogical knowledge of teachers will improve having an impact on the quality of teaching. Research used to improve effectiveness of areas within school. Dissemination of findings at whole level to improve achievement.	3,4,5,6,
National College research projects / Education Endowment Funds	<ul style="list-style-type: none"> • Application for on-going projects in accordance with the needs of the Alliance and developmental opportunities 	On-going	L Draycott	Dependant on project bids and needs of the schools.	N/A
Visitor Days	<ul style="list-style-type: none"> • Schools register their interest to see practice in action • Feedback from participants • Promote through social media/website 	<p>January 2015</p> <p>On-going</p> <p>On-going</p>	L Draycott	Develop schools within The Alliance Internal review following feedback from participants.	1,6

Teaching School 2014/15 - Action Plan – 6. Business Management and Governance

Action points	Milestones	Date	Lead	Impact	KPIs
Register as a legal entity.	<ul style="list-style-type: none"> • Appoint key members • Company House number • Memorandum and articles of association • Report to Governors 	<p>November 2014</p> <p>November 2014</p> <p>Half termly reports</p>	R Doidge	Meeting financial and governance obligations and continuing to comply with ITT requirements.	6
Effectiveness of Governance	<ul style="list-style-type: none"> • National Leader of Governance (NLG) application completed. • Appoint Teaching School Governor 	<p>November 2014</p> <p>December 2014</p>	<p>J Bench</p> <p>TBC</p>	Company procedures and finance held to account.	6
Teaching School processes	<ul style="list-style-type: none"> • Develop and formalise operational processes including brand identity across all materials. • Develop database to track uptake of course, deployment of SLEs etc. • Design a Teaching School website • Implement an operating manual including procedures such as appeals/complaints procedure, financing terms, invoicing penalties. 	<p>December 2014</p> <p>On-going</p> <p>December 2014</p> <p>On-going</p>	<p>L Draycott</p> <p>M Rock</p> <p>Admin</p> <p>S Gregory</p> <p>M Rock</p> <p>L Draycott</p>	<p>Compliment with business practice.</p> <p>Risk of complaints and legal issues minimised.</p> <p>Raise profile through marketing.</p>	6

Teaching School 2014/15 - Action Plan – 7. Succession Planning and Talent Management



Action points	Milestones	Date	Lead	Impact	KPIs
Alliance staffing structure	<ul style="list-style-type: none"> • Appoint SCITT Coordinator/job description • Appoint administrator • Review any capacity issues/needs for 2015/16 academic year and beyond, especially wider roles e.g. SLEs 	<p>November 2015</p> <p>November 2015 January 2015</p>	L Draycott	Coordinate and develop introduction of SCITT and meet the ITE regulatory framework. Evidence and daily systems operate effectively. Curriculum plan reflects emerging needs.	2,6
Alliance meeting	<ul style="list-style-type: none"> • Meeting with 4 Alliance schools • Establish name/values of Alliance • Strategies for expansion of Alliance • Next steps action plan 	<p>November 2015</p> <p>December 2015</p>	L Draycott M Rock	Established strengths and areas of development within alliance.	6
2 nd year teacher programme	<ul style="list-style-type: none"> • Recruit lead professional to develop 2nd year teachers • Design a bespoke programme to develop individual teachers • Research a suitable method/design a model to review NQTs who have trained within the SCITT. 	<p>January 2015</p> <p>February 2015 July 2015</p>	L Draycott K Shilton	Retention of staffing within alliance to maintain achievement of pupils. Professional development to maintain/improve the quality of teaching. Developing future leaders.	3,4,5

National KPI	KPI/Target
1. Number of schools in teaching school alliances	<p>The number of schools involved with a teaching school alliance.</p> <p>Target: The number of schools involved within teaching school alliances increases year on year (in total and for each teaching school cohort).</p>
2. Initial Teacher Training	<p>(Until July 2014) The number of initial trainees trained in teaching school alliances.</p> <p>Target: The number of initial trainees trained within teaching school alliances* increases year on year (in total and for each teaching school cohort).</p> <p>(From July 2014 when data becomes available) The early employment rates for trainees trained in teaching school alliances.</p> <p>Target: The early employment rates for trainees who undertake their training* in teaching school alliances is greater than the national average.</p>
3. Quality of teaching	<p>The percentage of schools within teaching school alliances that improve their Ofsted grades for quality of teaching, compared with a comparator group of schools not involved with teaching schools.**</p> <p>Target: Double the rate of improvement.</p>
4. Pupil attainment	<p>The percentage improvement made in key stage results by schools within teaching school alliances, compared with a comparator group of schools not involved with teaching schools (for each of Key Stage 2 and Key Stage 4).</p> <p>Target: Double the rate of improvement.</p> <p>The percentage improvement made in the achievement gap between pupils in case and/or in receipt of free school meals and their peers by schools within teaching schools alliances, compared with a comparator group of schools not involved with teaching schools (for each of Key Stage 2 and Key Stage 4).</p> <p>Target: Double the rate of improvement.</p>
5. Closing the gap	<p>The percentage improvement made in the achievement gap between pupils in case and/or in receipt of free school meals and their peers by schools within teaching schools alliances, compared with a comparator group of schools not involved with teaching schools (for each of Key Stage 2 and Key Stage 4).</p> <p>Target: Double the rate of improvement.</p>
6. Overall effectiveness of schools	<p>The percentage of schools within teaching school alliances that improve their overall judgement between Ofsted inspections, compared with a comparator group of schools not involved with teaching schools.**</p> <p>Target: Double the rate of improvement.</p>