

# Skinner's Academy

## School Development Plan September 2015 – August 2016

Whole school development issues: the intention is that the areas for development should be short, precise, clear, sharply focused and have a direct impact on raising standards in the Academy. They should also form the basis of each departmental development plan; the aim is for a consistent and unified approach to Academy improvement.

### 1. Further enhancing teaching and learning

Embedding independent learning, problem solving, risk taking and pupil engagement/motivation in all lessons. To be achieved through continued supportive and developmental lesson observations, relevant and effective CPD, effective use of the new robust CATS data and a new coaching initiative.

**Success criteria:** 100% of lessons judged good or outstanding; T&L to be at the heart of the Academy and all practices; improved GCSE results.

### 2. Improving GCSE results

Following a successful first set of GCSE results in 2015, we look to raise achievement in 2016, despite the new Year 11 being academically weaker in terms of CATS and KS2 point scores. Strategies will include: making greater use of the three-year KS3 and completing most teaching by the end of Year 10; concentration on examination techniques and consolidation of knowledge in Year 11; external support (eg CPD, subject advisors etc)

**Success criteria:** Improved GCSE results in August 2016.

### 3. Establishing and consolidating the new 6<sup>th</sup> form

Recruitment and retention of both internal and external students; successful and effective schemes of work and programmes of study; appropriate and effective assessment; creation of the right ethos and atmosphere. The latter also includes the establishment of a dynamic extra-curricular programme and effective careers education.

**Success criteria:** A workable number on roll of appropriate students who achieve well in the summer 2016 AS exams and stay on for Year 13; effective use of the new Sixth Form Centre.

### 4. Enhanced Academy ethos

Absolute zero tolerance towards poor behaviour both in lessons and around the Academy – no pupil has the right to disrupt the learning of others. Also a zero tolerance approach to homework and pupils' work ethic. Use of the full range of sanctions (including the new BASE) and rewards. Continued dynamic and varied range of extra-curricular activities (including trips, clubs, external speakers, show casing of work around the Academy etc).

**Success criteria:** Continued improvement in pupil behaviour and work ethic; improved pupil "ownership" of and respect for facilities; continued improvement in the Academy's reputation locally; increase in applications to join the Academy.

### 5. Ofsted Ready

Later this academic year will mark three years since Ofsted visited (June 2013); the new Framework suggests schools should be inspected once every three years. Inspections should not drive our decisions, but it is essential that the Academy is fully conversant with the new Framework and knows what to expect should inspectors arrive (with less than 24 hours' notice).

**Success criteria:** All relevant stakeholders conversant with the new Framework; policies, Academy practices, documentation and website Ofsted-ready.

### 6. Finance/budget

As with most schools nationally, the Academy must take action to prevent a large deficit (and the necessity for redundancies) within the next two years. Such action (larger classes, heavier teaching loads which are more in-line with national agreements/practices) must be implemented sensitively & with as limited negative educational impact as possible.

**Success criteria:** The Academy operating within its means, without the need for staff redundancies and other cuts.

### 7. Careers education

To further develop CEIAG throughout the Academy and to implement an effective and appropriate programme for the sixth form (including work experience, outside speakers, careers events, interviews, independent one-to-one advice etc).

**Success criteria:** Improved focus and motivation of pupils at all levels; achievement of Investor in Careers.