



Academy Development Plan (ADP)

Priorities for 2019/20	
Priority 1	To develop an intended curriculum across Key stage 3 and 4
Priority 2	To improve the outcomes of student groups, particularly disadvantaged students, those who have high prior attainment and those students who are vulnerable to not getting a grade 5 in both English and mathematics
Priority 3	To review and develop a new behaviour policy
Priority 4	To create opportunities for students to develop their character
Priority 5	To improve the retention and recruitment of 6th form students



Academy Development Plan (ADP)

Priority						
1 To develop an intended curriculum across Key stage 3 and 4						
ACTION	TIMESCALE	PERSON RESPONSIBLE	BUDGET/RESOURCE IMPLICATIONS	MONITORING (WHO BY AND HOW OFTEN)	SUCCESS CRITERIA	
Audit current provision and decide upon the threshold concepts to be taught and how these should be sequenced	Completed by October 2019	PR and HODs	Time in departments	Senior link managers. Assessed in dept review	Sequence concepts template completed. Staff can talk confidently about their intent and why they have sequenced the knowledge how they have	
Sequence and outline provisional curriculum KS3 and 4	Completed by September 30 th twilight	PR and HODs	Time in departments	Senior link managers. Assessed in dept review	Curriculum outline complete for each dept. Staff can talk confidently about their intent and why they have sequenced the knowledge how they have	
Revised detailed units plan for Year 7 and 10 based on assessment focus group feedback to ensure interleaving and	Draft completed by November 27 th twilight. Final draft by June 2020	PR and HODs	Time in departments	Senior link managers. Assessed in dept review Nov 27 th twilight	Detailed unit plans complete Staff can talk confidently about How they have used strategies to	



Academy Development Plan (ADP)

retrieval practice is included					help with the retrieval of key knowledge.	
Establish coherence and links across the curriculum where suitable	April 2020 complete	PR and HODs	Time in departments	Senior link managers. Assessed in dept review HODs meeting February PR	Links are established. Students and staff can talk about these links	
Assessment group designs new assessment and feedback guidance	June 2020 complete	PR and SH	CPD time	October 28 th HODs meeting Regular assessment group meetings PR	Guidance published and CPD given. Learning walks start to show this in practice	
New Teaching and Learning policy designed based revolving around the Rosenshein principles	June 2020 complete	PR and SH	Visualizers for every teacher £1000	Training day and twilights from January to June HS/PR	Policy published. Learning walks start to show this in practice	
Develop a system of department review to report on each curriculum area's intent, Implementation and impact	Start in September and complete all departments by April	PR			Review reports written and dept. development plans adapted to respond to the recommendations. Link meeting	



Academy Development Plan (ADP)

					notes and internal monitoring show how teaching and learning is improving	
--	--	--	--	--	---	--



Academy Development Plan (ADP)

Priority 2: To improve the outcomes of student groups, particularly disadvantaged students, those who have high prior attainment and those who are vulnerable in not achieving a grade 5 in both English and mathematics

ACTION	TIMESCALE	PERSON RESPONSIBLE	BUDGET/RESOURCE IMPLICATIONS	MONITORING (WHO BY AND HOW OFTEN)	SUCCESS CRITERIA	SEF REFERENCE
All student groups, PP, HPA and SEN to meet the whole school P8 target of -0.25.	By July 2020.	NB RM SJ	PP funding if relevant.	NB RM ML	2019 Exam results show a P8 result of -0.25 or better for all student groups.	
To ensure all PP students attend one extracurricular club and one school trip per year.	By July 2020.	NB BD DW	PP Funding for trips if needed.	NB BD	Registers for extra curricular clubs and school trips detail student groups to ensure detailed monitoring and % of student group attendance. Added to Provision mapping tool.	
To exceed the National Targets for attendance for all student groups.	Ongoing with use of SOL. Weekly checks.	NB VH RM All tutors	Attendance Meetings, SOL HOY Meetings.	NB VH HOY RM.	SOL attendance reporting shows improvement in student group % in attendance	



Academy Development Plan (ADP)

					above National average. Punctuality improves. PP attendance gap narrows.	
Develop PP students into leadership positions in all year groups.	End of Nov 2019.	RM DW NB HOY Tutors.	Prefect Training.	RM BD NB	List of Student Leadership roles show an increase of PP students and attendance of school and community-based events.	
PP/HPA/SEN parents' attendance at parents' events is between 80 – 100%.	Start Oct 2019 and monitor through to June 2020.	NB VH DW RM ML	Parent mail Letters showing the benefits of attending. Tutor Phone calls.	NB VH SJ RM	Each parent evening, student group attendance is measured by year group to give detailed monitoring evidence of the increased uptake.	
Develop stronger links between parents of PP students and the school.	Oct 2019 – July 2020.	NB DW BD HS	Coffee Evening refreshment funding for Parents.	NB RM	Attendance registers of PP parents rises with each event.	



Academy Development Plan (ADP)

50% of PP students enrolling into the sixth form.	June 2020.	NB BD HS	Assembly Time. Taster SF days.	NB HS	Student Voice analysis of year 11 shows increased take up of places in 6 th Form by student group. Actual SF numbers rise in Sep 202 due to better student outcomes.	
Provide PP funding for Subject leaders to develop T & L which narrows the gap.	Start application process Nov 2019.	NB DW RM HOD's.	£1000 per subject, £2000 for English, Math's and Science.	NB RM DW HOD's	HOD's bid for funding showing how they will "Close the Gap" for disadvantaged students. This is monitored throughout the year and evaluated.	
Develop character and aspiration amongst all student groups.	From Sept 2019.	PR RM NB HOY Tutors	Tutor Time. Staff training, Twilights. HOY Meetings.	PR NB RM	Learning pathway program is completed in tutor time.	
Improve the % of those getting a grade 5 in	From Sept 2019	BD	Time	BD, JMc every fortnight	30% or more students gain a	



Academy Development Plan (ADP)

<p>English and mathematics</p> <ul style="list-style-type: none">- Set up a strategic planning group with the heads of English and maths to meet once a fortnight- Create tutor groups that includes the focus group of students- Include a separate parents evenings for this group					5 in English and mathematics	
--	--	--	--	--	------------------------------	--



Academy Development Plan (ADP)

Priority 3- To review and develop a new behaviour policy						
ACTION	TIMESCALE	PERSON RESPONSIBLE	BUDGET/RESOURCE IMPLICATIONS	MONITORING (WHO BY AND HOW OFTEN)	SUCCESS CRITERIA	SEF REFERENCE
Introduce a new 'zero tolerance' Mobile Devices Policy	In place from start of the Autumn term with constant application of the challenge to staff, students and parents. Review to take place at the end of each term to ensure consistency and certainty in the application of sanctions.	JM	£100-£500	JM Termly	Reduced use of Mobile devices in lessons/around school. Improved compliance with Academy expectations including reduction in defiance (data available through C points in SIMS)	
Introduce a new system of after-school detentions	In place from start of the Autumn term with constant application of the challenge to staff, students and parents. Review to take	JM	Reduction in staffing costs/time spent supervising detentions	JM Termly	Reduction in the total number of detentions required. Reduction in non-attendance. Improved behaviour (data available)	



Academy Development Plan (ADP)

	place at the end of each term to ensure consistency and certainty in the application of sanctions.				through C points in SIMS).	
Introduce a discreet isolation facility	In place from start of the Autumn term with constant application of the challenge to staff, students and parents. Review to take place at the end of each term to ensure consistency and certainty in the application of sanctions.	JM	£500-£700	JM Termly	Reduction in the total number of isolations required. Improved behaviour (data available through C points in SIMS).	
Develop staff behaviour management skills and consistency with Academy expectations	On-going	PR/HS/JM	£500-£1000	ALT	Reduced incidence of defiance (C point data) increased use of Q points, fewer ERs, detentions,	



Academy Development Plan (ADP)

					FTE and isolations.	
--	--	--	--	--	---------------------	--



Academy Development Plan (ADP)

ACTION	TIMESCALE	PERSON RESPONSIBLE	BUDGET/RESOURCE IMPLICATIONS	MONITORING (WHO BY AND HOW OFTEN)	SUCCESS CRITERIA
To develop a Student Journey map for all years	September 2020	RM PR HS HoY	£400 September 2020	PR	Student Journey agreed and in place ready for implementation.
To develop and embed the LORIC programme across all years.	September 2019 – July 2020	PR	£1000 for reprographics £800 for consumables (£20 for stationary per tutor group) 1200 paper A4 pocket files £400	HoY Link ALT PR	Learning walks show high quality delivery and engagement. Evidence of student engagement through Student Personal Development Folder
Humaneutopia trailed year 7	September 2019	PR	£4000	HOY	Heroes established
Life Skills Education Review to identify if the curriculum is fit for our current students ready for Curriculum 2020	September 2019	PR RM LO	£500 resources for Life Skills	PR RM	Review will inform subject development.
Character principals relevant to different subjects highlighted.	Completed by September 2020	HOD	£500 for reprographics	HODs & ALT links	Department displays show links between subject and character.
Develop student leadership opportunities across all years.	September 2019 +	HS RM PR	£200 ties £500 badges	HS RM PR HoY	Student leadership roles established and highly visible.



Academy Development Plan (ADP)

Develop student leadership opportunities across all years.	September 2019 +	HS RM PR	£200 ties £500 badges	HS RM PR HoY	Student leadership roles established and highly visible.
Develop opportunities for enrichment activities that develop character.	September 2019 +	BD	£1000 to support resources.	BD	Registers showing student participation. Every student to take part in one activity.



Academy Development Plan (ADP)

OBJECTIVE 5 - Improve retention and recruitment of Sixth Form students						
ACTION	TIMESCALE	PERSON RESPONSIBLE	BUDGET/RESOURCE IMPLICATIONS	MONITORING (WHO BY AND HOW OFTEN)	SUCCESS CRITERIA	SEF REFERENCE
<p>Raise aspirations across school so journey starts in Y7 and ends in Y13</p> <p>Oxford Bedfordshire Project from Y10+</p> <p>Y9 options – guidance on GCSEs leading to A Levels through tutors</p> <p>CEIAG support – UCAS, Oxbridge, apprenticeships</p>	<p>All year</p> <p>Oct to July</p> <p>Y9 parents evening 16th Jan</p> <p>Options evening 2nd March</p>	<p>HS</p> <p>BD</p>	<p>Oxford project is already funded</p>	<p>HS – half termly</p>	<p>5 Y9 students complete course in July 2020</p>	
<p>Internal Sixth Form Promotion:</p> <p>Assemblies across school – HS and SF student leadership visible/ go into tutor groups</p>	<p>All year</p> <p>Oct onwards</p>	<p>HS/ BD</p>		<p>HS from Autumn Term 2</p>	<p>Increase in applications from 2019</p>	



Academy Development Plan (ADP)

<p>Use of new Y11 tutor time and assembly</p> <p>Y11 taster day in SF/ KS5 lessons, dress code</p> <p>Y9 Options evening promotion/ informed choices</p> <p>New facilities – common room and expectations</p>	<p>Early spring term</p> <p>March</p> <p>Sept +</p>					
<p>External recruitment:</p> <p>Visits to local schools without SF e.g. Priory</p> <p>Application process/ interviews/ tours/ confirmation of places/ letters promoting Open evening to other schools</p>	<p>Oct – Jan</p> <p>Start on Open evening 31st Oct to March</p>	HS	Possible HS cover to leave for assembly times at other schools/ interview students depending on number	HS	Increase in applications from 2019	
<p>Destinations:</p> <p>Senior Interviews for Y11 next steps</p> <p>Student voice – if thinking of leaving – why?</p>	<p>Around mocks – Dec?</p>	Senior staff	Time/ Cover implications for senior staff to see all students?	HS	Increase in applications from 2019/ data	