



Caldew School – Action Plan Summary 2018-19

Where every student is successful today and prepared for tomorrow

Aspire Believe Achieve



Leadership and Management	Personal Development, Behaviour and Guidance	Teaching, Learning and Assessment	Outcomes	Sixth Form
<p>Vision All members of the school community are leaders of learning. Leaders at all levels are empowered to create a culture of continuous improvement that enables all students and staff to succeed in achieving outstanding progress and outcomes</p>	<p>Vision Students are the core of everything: their outstanding achievement and success is driven by a shared belief in their potential, their capacity to be leaders in the school and that all barriers can be overcome. Students take pride in their school and actively engage in all aspects of school life. They are prepared to take risks and are resilient learners.</p>	<p>Vision. Teaching will engage and empower all students to develop their academic potential, personal interests and aspirations. The quality of teaching in all key stages and all subjects will increasingly be 'outstanding' and never less than 'consistently good'. This will lead to students developing in depth knowledge and transferable skills across all subjects in the curriculum.</p>	<p>Vision There are high levels of achievement for all, with students making excellent progress, regardless of gender, ability, additional needs or background. Assessment is accurate and rigorous so that underachievement is identified early and personalised interventions are in place to allow every student to catch up, keep up and achieve. These achievements allow students to have high aspirations and go on to make informed and ambitious choices about their next stages in life.</p>	<p>Vision Our Sixth Form will provide a learning environment, curriculum and high quality teaching to meet the needs of each and every student. In everything we do we will focus on the needs and aspirations of individuals, responding to the changing demands and circumstances which our students face. We will make the Sixth form experience for each student a challenging, successful and enjoyable one which equips them for the next stage in their lives.</p>
<p>Key Developments - Embed a shared vision and set of values to create a culture that enables all students and staff to excel - Create a culture of continuous improvement based on high expectations of all members of the school community - Leaders at all levels are ambitious and effective in raising the achievement of disadvantaged students - Develop leadership skills of Middle and Senior leaders to ensure they are effective in improving teaching and learning and achievement - Develop a Continued Professional Development programme for all staff, which is personalised, differentiated and has an impact on student progress. - Work closely with Governors to further improve effectiveness in holding leaders to account - Develop student leaders so they impact on achievement - Develop collaborations with other schools that raise standards</p>	<p>Key Development - Further develop pastoral strategies to support and challenge disadvantaged and SEND students to ensure they make progress in line with other groups - Embed the culture of celebrating success where students are proud of their achievements and school, resulting in excellent attitudes to learning - Further develop outstanding behaviour by creating a climate for learning across the school based on high expectations that has a positive impact on students' progress - Develop self-evaluation, including the use of student voice, within the Pastoral system to ensure strategies are having an impact on learning - Further develop CGI to ensure it promotes high expectations and ambition for students in preparation for the next stages in education and employment, with targeted support for all groups of students. - The school's open culture promotes pupil welfare, resulting in students feeling safe at all times and having confidence in school support. - Ensure SMSC equips students to be thoughtful, caring and active citizens in school and the wider community</p>	<p>Key Development - Improve teaching and learning so that it is consistently good in all classrooms, and an increasing amount is outstanding. - Embed the school's assessment strategy to ensure that students understand how they are progressing and are able to articulate their learning. - Further embed "Assessment for Learning" strategies to ensure teachers check students' understanding, address misconceptions, develop students' capacity to learn from mistakes and encourage them to be resilient learners. - Ensure all staff use assessment to "Plan for Progression" so all students make rapid progress and teachers help them to catch-up with learning if they have fallen behind. - Embed the "Marking and Feedback Policy" to ensure all students receive incisive feedback, know how to improve work, have time to apply their learning that stretches their thinking and allows them to develop and practice key skills. - Further develop the teaching of literacy and numeracy skills across the curriculum.</p>	<p>Key Development - Develop a culture of high expectation and ambition where everyone strives for all students (including disadvantaged and SEND) to achieve challenging but achievable targets; where accurate data is used by leaders and teachers to inform and evaluate teaching and learning. - Interventions are in place that raise the achievement of students (including the use of the Pupil Premium and Catch Up funding) - To raise achievement so throughout each year group and across subjects so all students make substantial and sustained progress from their different starting points - Provide moderation opportunities at all Key Stages to ensure that staff understand the standard of assessment and are able to assess accurately- including fine grading from Year 10 - Further develop tracking and intervention strategies to ensure literacy and numeracy skills are secure - Monitor the impact of CGI, ensuring it reflects high expectations and ambition for students so they are well-prepared for the next stages in life</p>	<p>Key Development - Improve teaching to ensure it is consistently challenging across subjects, developing the knowledge and skills to enable students to all achieve their potential so VA for L3 is positive – - Assessment systems improved to ensure it provides accurate data about student progress - Monitor the progress of student sub-groups and ensure underachievement is successfully challenged - Focus on underperformance in specific subjects ensuring intervention strategies are implemented and have a positive impact on student performance - Improve retention both during each year group and between Year 12 and Year 13 - Develop CPD opportunities focused on Sixth Form teaching and guidance as well as Sixth Form embedded in all aspects of relevant CPD - Continue to develop high quality guidance to raise aspirations whilst being impartial and realistic - Develop the leadership opportunities for Sixth Form students within the school</p>
<p>Actions - Continue to promote the school vision and values - Ensure all leaders routinely monitor, evaluate and refine improvement plans so impact gathers pace - Strengthen middle leadership to ensure it consistently leads to improved outcomes for students - Develop strategies for improving mental wellbeing and resilience - Pupil Premium Closing the Gap strategy - Develop programmes to support teachers, leaders and departments in raising standards - Review and develop curriculum at key stage 3 - Develop the use of student voice in improving teaching and learning - Review procedures to maximise impact and reduce staff workload - Implement Governors training plan - Further develop Secondary Teaching for Mastery across the Maths Hub - Further develop opportunities to work collaboratively with other schools and organisations</p>	<p>Actions - To develop strategies that use progress data to support and challenge all students and especially disadvantaged and SEND students to ensure they make progress in line with other groups. - Further develop the schools positive culture for learning and develop behaviour for learning strategies across the school to ensure engagement by students leading to outstanding outcomes - Introduce strategies including student voice to allow leaders to monitor and refine plans - Review student support strategies to ensure they are effective - Further develop strategies to target and improve SEND and disadvantaged students' attendance. - Plan for the introduction of The Gatsby Benchmarks to ensure that CGI raises aspiration of all students - Sharpen the CGI programme - Develop pastoral strategies to promote student mental wellbeing and resilience - Implement and quality control the remodelled SMSC whole school curriculum</p>	<p>Actions - Improve the quality of teaching and learning to ensure teachers promote engagement, allow students to explore their ideas and deepen their thinking and enthuse students to create a love of learning consistently across all subjects and Key Stages. - Develop teaching strategies that ensure high prior attaining students have the opportunity to stretch and challenge their thinking so attainment is at the highest levels consistently across all subjects. - Develop strategies that ensure low prior attaining students are supported to make substantial and sustained progress from their different starting point consistently across all subjects - Improve the quality of teaching, learning and assessment by removing variation especially in Maths, MFL, History, Geography and Science - Embed the school's assessment, marking and feedback procedures and develop the use of assessment to inform planning - Develop Literacy across the curriculum including the improvement of SPAG and the effectiveness of extended writing - Develop Numeracy across the curriculum</p>	<p>Actions - Improve outcomes especially for disadvantaged and SEND support students through high quality teaching and learning. - Embed the use of data overviews, provision maps and achievement ladders to evaluate achievement in subjects and pastoral staff to raise achievement of all students - Develop literacy and numeracy interventions to ensure literacy interventions are personalised and appropriate - CPD to include further opportunities for standardisation and moderation - Continue to review KS3 and KS4 assessment in light of increasing understanding of the GCSE standards - Develop the use of data to monitor the impact of CGI and improve guidance - Further raise achievement of students in Maths, Science, MFL, History, Geography, IT, KS4 PE, Health and Social Care and Child Development through the use of Departmental Raising Achievement Plans</p>	<p>Actions - Ensure all leaders routinely monitor, evaluate and refine improvement plans so impact gathers pace including in the Sixth Form - Continue to develop teaching and learning strategies at KSS for engagement, challenge, resilience, differentiation, memory retention and recall. - Ensure high quality information and guidance for universities, apprenticeships and careers continues to be provided for students with a focus on raising aspirations - Develop recruitment and transition arrangements for students into Year 12 and into Year 13 - Further develop retention strategies working within individual subject areas to improve subject and overall retention within and between Years 12 and 13, - Further develop assessment systems across the Sixth Form developing the use of data to inform KS5 teaching and learning - Raise achievement of students in Applied Science, English Literature and AS Law</p>