



Caldew School – Action Plan Summary 2017-18

Where every student is successful today and prepared for tomorrow

Aspire Believe Achieve



Ofsted April 2013 – Good

September 2017 – Good

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>Targets - Embed the school vision and 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 skills of Middle and Senior leaders to ensure all are effective in improving teaching and learning and raising achievement - Review the curriculum to ensure it is broad, balanced, affordable and meets the needs of our students - Review the curriculum to ensure it is effective in teaching students how to keep themselves safe - Ensure CPD programme leads to improved teaching and learning and outcomes for students - Work closely with Governors to review governance 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>Targets -Review of the Pastoral system and introduction and development of Heads of Year to increase the effectiveness in removing barriers to learning -To review and develop pastoral strategies to support and challenge disadvantaged students to ensure they make progress in line with other groups - Create a culture of celebrating success where students are proud of their achievements and school, resulting in excellent attitudes to learning - 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 improvements in attendance for all groups so none are disadvantaged by low attendance. - Further develop IAG 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.</p>	<p>Targets - Improve teaching and learning so it is consistently good in all classrooms and an increasing amount is outstanding - Develop assessment strategy to ensure that students understand how they are progressing and are able to articulate their learning - Embed "Assessment for Learning" strategies to ensure teachers check students' understanding effectively, address any misconceptions, develop students' capacity to learn from their mistakes and encourage them to become keen, resilient learners. - Ensure all staff use assessment to "Plan for Progression" so all students make rapid progress and teachers to help them to catch-up with their learning if they have fallen behind. - Implement "The PiXL Strategy" to improve student progress. - Develop the current "Marking and Feedback Policy" to ensure all students receive incisive feedback, know how to improve their work, have time to apply their learning that stretches their thinking and allows them to develop and practise key skills. - Increase the effectiveness of homework to reinforce learning, deepen understanding and prepares students well for work to come. - Further develop the teaching of literacy and numeracy skills across the curriculum, including embedding reading strategies so students read widely and often across subjects to a high standard, with fluency and age appropriate comprehension</p>	<p>Targets -Develop a culture of high expectation where everyone strives for students (including disadvantaged and SEND) to achieve challenging but achievable targets and 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 Pupil Premium and Catch Up funding) -To raise achievement so throughout each year group and across subjects, including English and Maths, 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 -Develop parent/carers' understanding of achievement information -Monitor the impact of IAG, ensuring it reflects high expectations and ambition so students are well-prepared for next stages in life</p>	<p>Targets -Improve teaching to ensure it is consistently challenging across subjects, developing the knowledge and skills to enable students to achieve their potential so L3 VA is positive - Ensure all Sixth form teaching is thoroughly planned and focused on ensuring students make progress -Ensure changes to the new linear exams are reflected in teaching memory and information techniques - Assessment system 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 and Sixth Form embedded in all aspects of relevant CPD -Successfully embed EPQ in terms of outcomes and completion rates -Develop the curriculum to meet the needs of individuals and to reflect the student profile overall - Continue to develop high quality IAG to raise aspirations whilst being impartial and realistic</p>
<p>Key Actions -Actively promote the school vision and values - Develop effective systems to hold leaders to account for the progress of groups of students to ensure none fall behind and underachieve - Improve self-evaluation to ensure it is rigorous, accurate and leads to improvements - Develop programmes to support teachers, leaders and departments in raising standards so all teaching is consistently good or better - New CPD programme including teaching, learning and leadership themes - Review and develop curriculum at all key stages - Strengthen the teaching of how students can keep themselves safe - Develop the use of student voice in improving teaching and learning - Implement new Governors Committees - Expand the work of the Maths Hub - Explore and develop opportunities to work collaboratively with other schools</p>	<p>Key Actions - Review and develop the role of form tutor and the use of registration in raising achievement - Develop pastoral strategies to support and challenge disadvantaged students to ensure they make progress in line with other groups. - Develop strategies to increase parental engagement and communication - Develop and implement new rewards system - Develop a clear set of behaviour expectations and routines linked to transparent consequence system - Develop behaviour for learning strategies across the school to ensure engagement by students leading to outstanding outcomes - Review the use of seclusion and intervention to further reduce in the number of exclusions for all groups - Develop self-evaluation within the Pastoral Team -Promote the importance of good attendance to all stakeholders - Further develop IAG activities so students make aspirational education and career decisions.</p>	<p>Key Actions - Develop teaching and learning strategies for engagement, questioning, reading, challenge, resilience, differentiation, memory retention and recall -Ensure Key Tasks for all Key Stages are planned and linked to level descriptors. -Implement accurate and rigorous departmental systems for tracking the attainment and achievement of students in key assessment tasks and internal exams -Develop the use of assessment to inform planning through the implementation of the PiXL strategy across all subjects. - Ensure teachers are secure in their knowledge and understanding of the new KS4 and KS5 reforms. -Implement revised assessment, marking and feedback policy. -Embed "Literacy" marking code. - Review, improve and implement the school's homework policy - Develop "Reading" across the curriculum.</p>	<p>Key Actions -Review target setting, flight paths and assessment grades -Embed the use of data overviews to evaluate achievement in subjects and develop use by pastoral staff - Develop teaching and learning strategies that ensure disadvantaged students, boys and SEND make progress in line with their peers -Further develop provision mapping for Pupil Premium and Catch Up strategies, using data to inform and evaluate interventions -Develop the literacy and numeracy Catch-Up Programme to effectively support students who start to fall behind so teachers intervene quickly. -Promote reading for pleasure as well as develop reading skills through effective and targeted intervention -Develop literacy tracking to inform teaching and learning across the curriculum - Subject CPD to include standardisation and moderation -Review and extend literacy and numeracy interventions -Use data to monitor the impact of IAG and improve guidance -Further raise achievement in Maths and English at GCSE - Raise achievement of students in Science, MFL, History and PE through the use of Departmental Raising Achievement plans where appropriate.</p>	<p>Key Actions - Work with Heads of Department to improve teaching and learning -Develop KS5 assessment systems to provide accurate data about student progress - Develop system to support students in catching up -Develop the use of data to ensure Head of Department and teachers monitor progress and interventions to raise achievement are put in place - Raise achievement in Applied Science, Sociology, Physics and Law -Review IAG process to ensure students are on appropriate courses - CPD on Sixth Form teaching and learning with a particular focus on memory techniques -Introduction of EPQ -Review of Sixth Form curriculum to ensure it is affordable and meets students needs -Further develop role of tutor programme to include learning skills - Further develop guidance activities to raise aspirations</p>