

#### 2016/17

Priority	Impact
1a. Raise standards in <i>Mathematics</i> (close the gap between MCA and students nationally by 20%)	C+/4+ in Maths increased by 27%. Maths P8 +0.14 (increase +0.94)
1b. Raise standards in <i>Science</i> (close the gap between MCA and students nationally by 20%)	C+ in Science increased by 25%. Science P8 improved by +0.52
2. Raise standards for high attainers and disadvantaged students (Progress 8 above Zero)	HA P8 +0.07 & DS P8 +0.24. DS basics C+/4+ increased by 47%
3. Develop middle leaders to improve teaching, learning and achievement	Significant impact on Maths, English and Science outcomes
4. Ensure teachers plan and teach <i>consistently</i> good and engaging lessons	Positive impact on student outcomes (See outcomes overview)
5. Ensure that feedback and assessment is <i>consistently</i> good	Positive impact on student outcomes (See outcomes overview)
6. Ensure student safety by improving attendance to be at least 97% and ensure behaviour/attitudes to learning are <i>consistently</i> good	Attendance 95.2%. Positive impact of new behaviour policy on outcomes. FTE are now reducing as attitudes to learning improve
7. Accelerate student progress through the development of <i>Literacy</i> & Numeracy	Outstanding progress in Maths & English outcomes

#### 2017/18

Priority	Impact Target
1. Improve progress and attainment for high attainers	P8 for HA at least +0.25. HA 5+ Basics 100%
2. Improve progress in EBACC subjects (middle & high attainers)	Focus History/Science & MFL HA girls - P8 for EBACC at least +0.25
3. Prepare effective delivery of new GCSE specifications - high quality CPD and director support	Above national outcomes in subjects with new specifications
4. Improve attendance to be at least 97% and ensure behaviour is <i>consistently</i> good	Improve att. from 95.2% to aspirational 97%. Reduce FTE by 25%.
5. Sustain the rapid improvements in Maths/English and for Disadvantaged students	Ensure year on year improvement in English/Maths and for DS
6. Ensure that feedback and assessment is <i>consistently</i> good	Feedback and Assessment is having impact on student outcomes
7. Further develop literacy and numeracy across the Academy	Student outcomes continue to improve in all curriculum areas

#### Key Actions:

There are number of key actions that have been taken with the support of Delta Academies Trust that are having a significant impact on the Academy.

- **Introduction of a new behaviour policy** (*As a result there has been a significant improvement in behaviour that is now impacting on progress. SLT are on corridors and in lessons to offer consistent support and to drive teaching and learning. FTE exclusions are now reducing significantly and policy is embedded*).
- **Change in the school day** (*Lessons start at 8:25 am and there is now a split lunch, attendance and punctuality both continue to improve. Attendance is 95.2%*).
- **Curriculum redesign and staffing restructure** (*Intervention periods are built into the curriculum to provide additional support in Maths and English. Students are now studying the appropriate number of qualifications. We are fully staffed and there is no supply. The Academy are now in a stable financial position*).
- **Investment in CPD** (*Staff morale is high and staff absence is low. 2 hours of CPD every week is having an impact on T&L*).
- **Change in approach to teaching and learning** (*Use of collaborative learning structures, working in groups and the teacher toolkit*).
- **Weekly RAG meeting** (*The Principal, VP & AP Support meet with leaders of Maths, English and Science every week to analyse every Y11 student's data*).
- **Regular Director Support** (*The Academy access centrally appointed Director Support in Maths, English, Science, MFL, Geography, History and Inclusion*).