### **Gateway to Learning**



# An Daras Multi Academy Trust

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## Academy Improvement Plan 19/20 (Jan 19 – Jan 20)

Status: Draft/Approved	
School:	Princetown Community Primary School
Version:	V2
Statutory:	Yes
Approved by LGAB:	Jan 19
Final Review by LGAB:	Jan 20
Advisory Committee:	Local Governing Advisory Board
	ADMAT Teaching, Learning and Achievement Committee
Linked Documents and Policies:	PPG Provision Map 18/19, PE Funding Map 18/19, SEF 18/19, ADMAT Consultant Reports 18/19, Babcock School
	Improvement Reports, OFSTED Data, ISDR/ASP Reports 18, ADMAT SI Strategy 18, MAT Improvement Capacity
	Framework

#### A. Improvement – ADMAT Model

- Our strategy model is structured around establishing sustainable improvement "building blocks" of capacity, consistency and clarity in school operations delivered through interlinked improvement strategies informed by MAT, national and local school contexts. We define these essential building blocks as;
  - ✓ Capacity the ability to design, deliver and lead change within an agreed strategic vision
  - ✓ Consistency the ability to standardise systems, process, protocols and standards to
  - ✓ Clarity the rigorous application of school improvement models, CPD programmes and
  - ✓ Context the identification of MAT and local priorities which deliver gain and value added for stakeholders
- This annual AIP document exemplifies the MAT's approach to delivery of school improvement "building blocks" which lead into five overall MAT prime improvement areas Vision and Culture, People and Leadership, Curriculum and Assessment, Teaching and Learning, Governance and Accountability.
- **MAT self-assessment system** (see MAT Risk Register/SEF) used to risk manage the latest achievement/context of a school on an annual basis. Levels of support, resource deployment and challenge will then be decided by the MAT in partnership with local school leadership. Schools will be reviewed against the following criteria;

Seriously underperforming school	The need is for rescue or recovery: rapid control, arrest of decline, assessment of priorities, firm action, injection of systems
	and staff, critical decisions sand modelling what is needed
School that requires improvement to	A school requiring reinforcements: building capacity, harnessing good practice and improving that which is not, developing
be judged good	and empowering staff, ensuring consistency, raising aspirations, designing and implementing a strategy for creating a school
	that is good or better
Good to outstanding	The need for refinement: ensuring that all teaching and learning is good and that an increasingly high proportion is
	outstanding, refining monitoring and evaluation, ensuring the needs of every pupil are met, growing leaders, reducing
	achievement gaps and maximising progress and outcomes
Sustaining excellence	A school requiring renewal: not simply sustaining outstanding practice but building on it, innovating, fine tuning and
	spreading the schools influence more widely

#### **B.** Creating Shared Vision, Aspiration and Expectation

- ADMAT Key Vision "To be the primary gateway for life-long learning, ensuring every child in the Trust is ready for present and future success".
- MAT schools will focus on delivering school improvement programmes closely linked to their local need and the MAT priorities providing a "departure" point and "arrival" point to measure success and gain. School improvement is always identified with raising the quality of learning and standards. SI needs will be identified by using the full range of MAT self-evaluation tools. The pyramid indicates the overall SI implementation strategy;



#### Areas



<ul> <li>Extend consistent impact of v</li> <li>Increase skills/capacity of mid</li> <li>Improve parental engagement</li> </ul>	orities 19/20: inment/progress for boys/v visible learning strategies ac ddle leadership to deliver in at with learning to ensure eff	rulnerable groups <b>(Teaching and Learning)</b> ross all schools <b>(Curriculum and Assessment)</b> nprovements in curriculum effectiveness <b>(People and</b> ffective reach to all families <b>(Vision and Ethos)</b> II MAT schools <b>(Teaching and Learning)</b>	Advic Suppo Advic Atten	Resource Support: e from KS1 Moderator in relation to Maths rt from AIO e from MAT EYFS lead dance at moderation / subject leader meetings /isible Learning Training		
Progress Benchmark KS2: Mathematics4.09				<b>'End Date:</b> y 2019 – December 2019		
Reading - +5.72 Writing1.78						
2018 School Attainment Benchmai	rk KS2: 2018 I	National Benchmark KS2:	LGAE	Links:		
Mathematics – 33% Expected 0% GDS	Mathen	natics – 75% Expected 24% GDS	Data	Improvement		
Reading – 67% Expected 17% GDS	S Readin	g – 75% Expected 28% GDS	IEB m	ember: Pauline Robins		
Writing – 33% Expected 0% GDS	Writing		SGB n	SGB member: Phil Griffin		
EGPS - 67% Expected 0% GDS	EGPS -	77% Expected 34% GDS		<u>Safeguarding</u>		
Combined – 33% Expected 0% GDS	Combin	ed – 64% Expected 10% GDS		IEB member: Jane Greaves		
				SGB member: Emma Burchell		
				<u>SEND</u>		
				ember: Jane Greaves		
				SGB member: Emma Burchell Curriculum		
				IEB member: Pauline Robins		
				SGB member: Shelia Manning		
Time Frame Key	ADMAT Vision Dolivor	y: To be the primary gateway for life-long learning en		5		
Amber $- 1^{st}$ 100 days		proving life chances by delivering high quality academi	<b>-</b> .			
Green - 2nd 100 days		to positive personal development.		the experiential rearning to raise aspirations		
(into SI plan content below)		hrough creative teaching and learning, we strive to bu	ild a school community wher	our children develop resilience and		
· · · · · · · · · · · · · · · · · · ·	-	a healthy sense of self, take responsibility, can persev				
Explaining Context	Achieving	Achieving Capacity	Staged Outcome/Impact	Monitoring of Impact		
(rationale/evidence/SEF for priority)	Consistency	(actions/tasks/costs/resources/training/personnel	(define success/measurable	(triangulation/key questions)		
	(actions/tasks	delivering capacity)	KPIs including pupil			
	delivering consistency)		achievement targets )			
Priority 1: Teaching and Learning	-Pupil progress	-HofS to lead Pupil progress meetings – (supply	Raised pupil, including the	-LGAB – HofS to feedback on progress in		
Standards	meetings at least	cover to release teachers - £255)	most able, SEND and those	Maths in terms of monitoring and data at		
Raise pupil outcomes in <b>Maths</b> in all	termly – set formats	-Target pupils not on track for intervention in KS2	with previously low	each LGAB meeting.		
	focus on progress in	using Mastery Maths approach/fluency practice	attainment, outcomes in	-Maths (Curriculum) to meet with Maths		

				1
year groups by ensuring positive	Maths and specific	(2 hours per week - £912)	Maths in all year groups.	lead in Spring 1 and Summer 1.
progress in line with the MAT vision	groups	-Release for Maths subject leader (6 days a year)		-EHT – data analysis
'every child is ready for present and	-Every member of staff	£900	Improved pupil outcomes for	-HofS – data analysis and through pupil
future success'	to have Maths as	<ul> <li>Purchase resources to deliver improvement –</li> </ul>	the disadvantaged: to be in	progress meetings
Rationale –	performance	physical resources, Times Table Rockstars £500	line with other pupils.	-HofS to monitor impact of interventions
-'deepening pupils' mathematical	management target	-Subject leader to attend training - £195		
reasoning and problem-solving skills	<ul> <li>Monitoring to focus on</li> </ul>	-Cost of Y6 boosters £500	Progress to be at least 0	Key Questions:
systematically through the	Maths	-Pre/post teaching	(previously -4.09)	What are the barriers to learning /
curriculum' (OFSTED, 2017)	-Follow WR units and	-Use baseline data to target children not on track		progress?
-Progress for maths from KS1 to KS2	Calculation policy	to reach GLD for Maths in EYFS		
2018 - negative (-4.09)	-Attendance to Maths	-Maths SLE support £1050		What do we need to put in place to
-33% of Y6 (2018) achieved ARE in	ADMAT CPD staff	-Purchase of ITrack as Assessment and Tracking		overcome these barriers?
Maths compared to the National	meetings	tool £360		
Average of 76%. (SI Document 1.4).	-ADMAT maths			What has been the impact of?
-Average scaled score for Maths in	moderation meetings			
2018 is 93 compared to 88.57 in 2017	to follow agreed format			
(ASP)	-Teachers to attend			
-20% of PPG achieved expected in	moderation training			
Maths at KS2 (Y6 2018) (Perspective)	<ul> <li>SLE Maths support</li> </ul>			
-KS1 to KS2 progress score for	- Develop roll of Maths			
disadvantaged pupils is -5.05 (ASP)	Subject Leader			
-In KS1, 0% achieved expected in	(attendance to Babcock			
Maths (Perspective)	Training)			
-In EYFS, 25% (1/4) achieved a GLD in	<ul> <li>Monitoring visits by</li> </ul>			
2018 (Perspective). This is an 8.3%	AIO and Babcock			
point drop since 2017 and 15% points				
drop since 2016 (Perspective).				
- In EYFS, 50% (2/4) achieved the ELG				
in Maths in 2018. This has dropped				
since 2017, when it was 67% (4/6)				
who achieved the ELG in Maths.				
-Achievement data shows that				
disadvantaged pupils are				
underperforming compared to other				
pupils (Pupil Tracker/Baseline Sept				
2018)				
-In Q5 (100-65% indicative				
performance banding RED) for Maths				
in KS1 and KS2, including				
disadvantaged (School on a Page, Oct				

2018).				
2018). Priority 2: Curriculum and Assessment Implement 'Visible Learning' strategies effectively within the classroom to support positive gains in learning outcomes. Rationale – https://visible-learning.org/ -'The behaviour of pupils is not consistently good. Some pupils lack the resilience to concentrate fully on their learning.' (Ofsted 2017) MAT Vision: Ensuring children are equipped for next phase of learning. -'What makes a good learner?' activity – 0% (0/15 pupils in Buzzards' Class ) could confidently list/explain the learning dispositions. They focused on behaviour. -Pupil Survey Aut 18 – 65% (22/34 pupils) knew what to do when they get stuck in their learning.	<ul> <li>Start the VL journey from Jan 19. Training delivered by DS (ADMAT AIO)</li> <li>Conduct impact cycles and report findings</li> <li>Develop a whole school approach</li> <li>Develop a whole school 'shared' language</li> <li>Development of learning environments to reflect VL and support learners</li> <li>All teachers to attend training</li> <li>1 member of staff to be the VL coach</li> <li>VL coach to give CPD to support staff</li> </ul>	- All staff to attend Visible Learning training (beginning Jan 19). No charge for this training. -Supply costs to cover VL coach to attend extra training and deliver CPD to support staff £450 -Resources to support VL journey, e.g. John Hattie books. £200	-A shared language for learning used by all staff and pupils - Staff to model and pupils to use Visible Learning strategies (these are to be used consistently throughout the school) -Pupils to be able to list, explain and begin to demonstrate the different learning dispositions -Impact positively on pupil progress	-LGAB-Feedback from impact coach and HoS -AIO- Monitoring visit to review targets Key Questions: Are VL strategies beginning to have an impact? Are pupils making progress? Can pupils talk about their learning? Can pupils talk about the different learning dispositions? Can pupils explain what to do when they get stuck in their learning?
Priority 3: Vision and Culture         To increase parental engagement to         ensure parents are partners in their         children's learning.         Rationale –         www.championingchildren.org         MAT Vision: Working positively with         stakeholders and partners to provide         an integrated educational experience         for children and families.         PCPS vision: We strive to build a         school community.         -97% (33/34) attendance to Aut         parents' meetings.         -Attendance to end of topic parent         showcase (Aut 1)	<ul> <li>HoS initial meeting with Championing Children Coach</li> <li>Staff meeting with Championing Children coach</li> <li>Timetable termly 30 minute parent consultation meetings</li> <li>Maths Fridge magnets to be produced</li> <li>Parental engagement club to be planned</li> <li>Letter sent to parents</li> <li>Resources to be bought</li> <li>Club to be timetabled</li> </ul>	<ul> <li>-Release for parent evenings – 30mins to meet with each parent termly (2 teachers, 2 days a term) £70</li> <li>- Resources for club to be purchased (Dependent on grant)</li> <li>-Salary for staff member to run club (Dependent on grant)</li> </ul>	-100% attendance at parent's consultation meetings in each class -Positive response in surveys -Progress in maths to improve (0+)	<ul> <li>-LGAB – HofS to feedback on parental engagement</li> <li>-LGAB- to feedback survey results</li> <li>Key Questions:</li> <li>What are the barriers to parental engagement? How can these be overcome?</li> </ul>

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Whole School: 56% (19/34 pupils)	-Parental engagement			
Owls (EYFS/KS1): 73% (11/15 pupils)	survey to be sent out			
Buzzards (KS2): 42% (8/19 pupils)	(termly)			
-49% (11/23) families completed Aut	-West Devon Learning			
Parent Survey	workshops to run			
Priority 4: Safeguarding	-Monitoring monthly	Purchase attendance badges £100.	- Attendance to be at least in	Safeguarding Governor – to feedback
To improve attendance for all pupils.	attendance on		line with national average.	attendance
Rationale –	spreadsheet (with		Challenging target set to 97%	Key Questions:
'Working closely with parents and	breakdown of groups)		for whole school average	How has a child's attendance affected
outside agencies to reduce the	- HoS to meet EWO at		2018/19.	their learning?
persistent absence of a small number	least once per half term		-All other groups to be in line	
of pupils.' (Ofsted, 2017)	-Promotion of		with this, particularly for	
- Whole school average for 2017/18:	attendance (on		disadvantaged and SEND	
95.2% (national average: 96.1%)	newsletter and weekly		pupils.	
- Boys' average for 2017/18: 95.1%	award in celebration		- Reduce the persistent	
- Girls' average for 2017/18: 95.3%	assembly)		absence of a small number of	
- Disadvantaged average for 2017/18:	-Attendance badges		pupils.	
95.5%	given to pupils with			
- SEND' average for 2017/18: 94.2%	attendance of 98%+			
	-End of term			
- Persistent absence for 2017/2018:	attendance cup given			
15% (5 pupils with attendance of	to class with the			
15%).	highest attendance			
	-Possible support from			
MAT Vision: Provide a safe,	Early Help regarding			
stimulating but challenging learning	lates/attendance			
environment.				
Priority 5: People and Leadership	-Every action plan to	-Release time for Maths and English leads (6 days	-Subject leaders to be able to	HofS to review through monitoring
Increase skills/capacity of middle	include a target for	£900)	show impact through a clear	LGAB: To monitor through HofS reports
leadership to deliver improvements	improving Maths	-Implement ITrack for tracking and assessment	review of action planning.	and governor visits.
in curriculum effectiveness.	-New action plan	£370	-Improved achievement and	Key Questions: How are you as a subject
Rationale –	format in line with AIP	-Staff Training £195	progress data.	leader contributing to the holistic
'Newly established middle leaders	-Dedicated focused	-Curriculum Time for subject leaders to review	-Be able to report on subject	curriculum?
improve their analysis of	time for all subject	subject in relation to the holistic curriculum £250	to HoS/EHT/LGAB with regard	How effective? How do you know? Next
performance information to	leaders termly	- Resources for curriculum £250	to actions and impact.	steps?
contribute fully to raising standards.	-Attendance at MAT		-Lead CPD to improve	steps.
(Ofsted 2017)	subject leader meetings		teaching and provision.	
	-MAT training for		-Accurate judgements in	
MAT Vision: Creating an enjoyable,	Middle Leaders		relation to quality of teaching	
when vision. Creating an enjoyable,			relation to quality of teaching	

creative curriculum that meets learning needs.	-Attendance to Babcock Subject Leader training		and assessment.		
Review Evidence:					

#### E. AIP Monitoring Schedule

1 <sup>st</sup> 100 days (January – July)		<b>First 20 Days</b> (up until 1 <sup>st</sup> Feb)	Second 20 Days (up until 8 <sup>th</sup> March)	<b>Third 20 Days</b> (up until 5 <sup>th</sup> April)	Fourth 20 Days (up until 21 <sup>st</sup> May)	Fifth 20 Days (up until 25 <sup>th</sup> June/end of term)	Notes
LGAB	Activity	Assessment Point data with HOS and Chair Health, Safety and Welfare Governor to meet with HOS Feedback to governors on maths ladders	Monitoring of standards through HOS report to governors Subject leaders for Maths/English meet with governor	Assessment Point data with HOS and Chair	Monitoring of standards through HOS report to governors	End of Year data analysis with HOS and Chair Full LGAB meeting	
Focus/Priority	Focus/Priority	Progress/achievement data for Maths	Teaching standards – areas of strength and areas to develop	Progress/achievement data for Maths	Teaching standards – areas of strength, areas to develop	Progress/achievement data for Maths from R – Year 6	
Head	Activity	Data Analysis Pupil Progress Meetings Attendance Book scrutiny/learning walk, including pupil voice. Monitoring visit with AIO Maths SLE visit and feedback Data gathering for VL, including pupil voice.	Book scrutiny/learning walk – learning behaviours, including pupil voice. Monitoring visit with SIP (Babcock) Attendance Data gathering and feedback for VL, including pupil voice.	Data Analysis Pupil Progress Meetings Book Scrutiny/Learning Walk – Maths, including pupil voice. Attendance Pupil/Parent/Staff Surveys	Book scrutiny/learning walk –Maths (differentiation), including pupil voice. Attendance	Data Analysis Pupil Progress Meetings Attendance Pupil/Parent/Staff surveys	

	Focus/Priority	<ul> <li>Progress/achievement data for R W and M</li> <li>Overall attendance and groups</li> <li>How effective is Maths Mastery?</li> <li>Ask pupils: What are you learning and why?</li> <li>What they are learning and why? What they are getting better at during the learning sequence?</li> <li>How do they know?</li> <li>Something that the teacher has written in their books to help them make progress.</li> </ul>	Maths – do the children understand what they are learning? What learning behaviours do the children demonstrate? Overall attendance and groups What they are learning and why? What they are getting better at during the learning sequence? How do they know? Something that the teacher has written in their books to help them make progress.	How effective is Maths Mastery? Progress/achievement data for R W and M Overall attendance and groups How satisfied are pupils, parents and staff? What they are learning and why? What they are getting better at during the learning sequence? How do they know? Something that the teacher has written in their books to help them make progress.	Is there enough challenge in their books? Are they challenged in lesson? Overall attendance and groups What they are learning and why? What they are getting better at during the learning sequence? How do they know? Something that the teacher has written in their books to help them make progress.	Progress/achievement data for R W and M Overall attendance and groups How satisfied are pupils, parents and staff?
	Activity	N/A	N/A	N/A	N/A	N/A
SLT						
	Focus/Priority	N/A	N/A	N/A	N/A	N/A
		Data analysis	Learning walk	Data Analysis	Learning walk	Data Analysis
	Activity	Book scrutiny	Book scrutiny	Book Scrutiny	Book scrutiny	Book Scrutiny
Middle Level Leaders		VL strategies in class and subject	VL strategies in class and subject	VL strategies in class and subject	VL strategies in class and subject	VL strategies in class and subject
	Focus/Priority	Maths – maths scores - any improvements.	Maths – implementation of maths mastery	Maths – progress made for all pupils	Maths- use of manipulatives and models	Maths – progress made for SEN and PPG children
		English - SPAG scores - any improvements.	English – Spelling/punctuation	English – progress made for all pupils in	English – interaction with resources and learning	English - progress made for SEN and PPG children

		Evidence of taught punctuation and spelling patterns. Consistency in expectations across whole curriculum. What they are learning and why? What they are getting better at during the learning sequence? How do they know?	displays - how are the children being supported? Strategies for independence. What they are learning and why? What they are getting better at during the learning sequence? How do they know?	phonics/spelling and writing Are the learning dispositions being demonstrated in class/subjects?	walls. Are the learning dispositions being demonstrated in class/subjects?	in phonics/spelling and writing What impact is VL having on English/Maths?	
AIO/MAT	Activity	MAT Subject leaders MAT Maths Training Visible Learning Training	MAT AIO with Eng/Maths leaders Visible Learning Training	MAT AIO with SENDCO MAT Maths Moderation Visible Learning Training	MAT Subject Leaders Visible Learning Training	MAT Writing Moderation Visible Learning Training	
	Focus/Priority	Specific Subject Elements	EEF Guidance. Implementation Projects	SEN assessment/moderation/ EEF guidance	Assessment of other subjects/EEF guidance/Implementation projects	Assessment Samples of ARE and GDS	

2 <sup>nd</sup> 100 Days		First 20 Days	Second 20 Days	Third 20 Days	Fourth 20 Days	Fifth 20 Days	Notes
(September – De	ecember)						
LGAB	Activity	Assessment Point data with HOS and Chair Health, Safety and Welfare Governor to meet with HOS Feedback to governors on maths ladders	Monitoring of standards through HOS report to governors Subject leaders for Maths/English meet with governor	Assessment Point data with HOS and Chair	Monitoring of standards through HOS report to governors	End of term data analysis with HOS and Chair Full LGAB meeting	
	Focus/Priority Progress/achievement data for Maths	Teaching standards – areas of strength and areas to develop	Progress/achievement data for Maths	Teaching standards – areas of strength, areas to develop	Progress/achievement data for Maths from R – Year 6		
Head	Activity	Data Analysis Attendance	Book scrutiny/learning walk – learning behaviours/feedback,	Data Analysis Pupil Progress Meetings	Book scrutiny/learning walk –Maths (differentiation), including	Data Analysis Pupil Progress Meetings	

		Book scrutiny/learning walk, including pupil voice Monitoring visit with AIO Data gathering for VL	including pupil voice Monitoring visit with SIP (Babcock) Attendance Data gathering and feedback for VL	Book Scrutiny/Learning Walk – Maths, including pupil voice Attendance	pupil voice Attendance	Attendance
	Focus/Priority	Progress/achievement data for R W and M Overall attendance and groups What they are learning and why? What they are getting better at during the learning sequence? How do they know? Something that the teacher has written in their books to help them make progress.	Maths – do the children understand the importance of feedback? How is feedback effective? Overall attendance and groups What they are learning and why? What they are getting better at during the learning sequence? How do they know? Something that the teacher has written in their books to help them make progress.	How effective is Maths Mastery? Progress/achievement data for R W and M Overall attendance and groups What they are learning and why? What they are getting better at during the learning sequence? How do they know? Something that the teacher has written in their books to help them make progress.	Is there enough challenge in their books? Are they challenged in lesson? Overall attendance and groups What they are learning and why? What they are getting better at during the learning sequence? How do they know? Something that the teacher has written in their books to help them make progress.	Progress/achievement data for R W and M Overall attendance and groups
SLT	Activity	N/A	N/A	N/A	N/A	N/A
	Focus/Priority	N/A	N/A	N/A	N/A	N/A
Middle Level Leaders	Activity	Data analysis Book scrutiny VL strategies in class and	Learning walk Book scrutiny VL strategies in class and	Data Analysis Book Scrutiny VL strategies in class and	Learning walk Book scrutiny VL strategies in class and	Data Analysis Book Scrutiny VL strategies in class and

		subject	subject	subject	subject	subject
	Focus/Priority	Maths – maths scores - any improvements. English - Reading scores - any improvements. Evidence of taught reading skills. What they are learning and why? What they are getting better at during the learning sequence? How do they know?	Maths – use of mathematical reasoning. English – Reading displays - how are the children being supported? Strategies for independence. What does feedback look like in English/Maths?	Maths – progress made for all pupils English – progress made for all pupils in reading and writing How do pupils respond to feedback in English/Maths?	Maths- use of maths mastery English – interaction with resources and learning walls. How can feedback be more effective in Maths/English?	Maths – progress made for SEN and PPG children English - progress made for SEN and PPG children in reading and writing Has quality feedback improved outcomes and progress in English/Maths?
AIO/MAT	Activity	MAT Subject leaders MAT Maths Training Visible Learning Training	MAT AIO with Eng/Maths leaders Visible Learning Training	MAT AIO with SENDCO Visible Learning Training	Visible Learning Training	MAT Subject Leaders MAT Writing Moderation Visible Learning Training
	Focus/Priority	Specific Subject Elements	EEF Guidance. Implementation Projects	SEN assessment/moderation/ EEF guidance	Assessment of other subjects/EEF guidance/Implementation projects	Assessment Samples of ARE and GDS