

Academy development plan 2019-2022

SCHOOL CONTEXT – OCTOBER 2019					
Number of pupils on roll	222	Number of pupils eligible for pupil premium	81 pupils (34%)	Number of pupils with statement of special educational needs (SEN) or education, health and care (EHC) plan	222
Most recent Ofsted grade	Good - November 2019				
Percentage of pupils with English as an additional language (EAL)	2% (4 pupils)	Overall absence	Sixth form = 93% School = 94%	Persistent absence	5 pupils (3%)
Key Ofsted actions from last report	<ul style="list-style-type: none"> - Improve the quality of teaching and learning and pupils' outcomes by continuing to: – develop new staff by sharing the excellent practice already in the school - Strengthen partnerships with parents so that they can support their children at home using the strategies for independent learning taught at school. 				
Objectives 2019-2020	<ul style="list-style-type: none"> - Objective 1- to improve the quality of teaching and learning and pupils' outcomes by continuing to develop new staff by sharing the excellent practice already in the school. All teaching is at least good across the academy. - Objective 2- strengthen partnerships with parents so that they can support their children at home using the strategies for independent learning taught at throughout the academy. - Objective 3- to develop the physical, emotional, financial, and social wellbeing within our community. 				
Key performance indicators for the next 3 years	<ul style="list-style-type: none"> · Pupil attendance and staff Attendance · Staffing costs per pupil divided into teachers, classroom support staff and other support staff · Percentage of pupils in receipt of pupil premium · Expenditure on resources 				

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<p>Leadership and Management</p> <ul style="list-style-type: none"> - Review the effectiveness of the website and make changes to improve parental access - To evaluate and re-brand all local government pay scale jobs to new pay bands - To develop physical site, exploration of 2 demountables, CIF bid and Chetwood site, vocational learning area. Renovation of existing school site, learning walls throughout the academy. Development of staff areas, toilets and staff room - To ensure Castledon remains a good school with the new OFSTED framework - Gain the develop positive relationships award - Gain the wellbeing award https://www.awardplace.co.uk/ - Review PMR process using the teaching assistant standards for LF's to reduce workload for teachers - To review catering arrangements and consider whether current arrangements - Recruitment of additional trustees and members, governor audit, review committees, schemes of delegation & code of conduct in place - Staff wellbeing working party, counselling for staff and learners - Staff attendance, review sickness and absence policies, ensure staff absenteeism is addressed 	<p>Quality of education</p> <ul style="list-style-type: none"> - Review marking policy to involve pupils i.e. purple pen initiative for more able - LF's provided with opportunities to work within different phases to widen breadth of experiences and knowledge - Review reading, phonics and English curriculum; action plan required <p>Personal development</p> <ul style="list-style-type: none"> - Develop the role of the college leadership team and school council – development of pupil voice – annual report capturing impact - Develop experience of work and wider curriculum in KS 4/ 5 - Low NEET figures, monitoring destinations post key stage 4 and 5 - Student well being - Development of gym trail, differentiated sensory time, zones of regulation embedded across the whole academy <p>Behaviour and attitudes</p> <ul style="list-style-type: none"> - Provide Essex steps training to parents to support behaviours at home and widen understanding - Trauma perceived practice embedded across the academy - To develop values for the academy and a Castledon code of conduct and provide vision, developing a common language across the academy - Review admissions (individualised with reduced hours to start), additional home visits from FIT Team in the second term - Improved pupil attendance (95% target), review procedures, benchmark against similar provisions
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