

Teaching and Learning

Aim: Quality First Teaching

- Key Principles**
- Progress focussed planning underpins good teaching and learning
 - Regular and calendared monitoring and support
 - Active scanning for best practice and sharing where found
 - Positive
 - High expectations of staff professionalism
 - Belief that all teachers can be great teachers

- Teaching and Learning Toolkit:**
- MLP lesson – 12 principles
 - Planning for progress using data
 - CPD – wide variety of programmes dependent upon audit Curriculum planning support
 - Building expertise – looking for the leaders with potential and working with them
 - Subject knowledge – use of secondary and primary staff to build subject knowledge

Leadership and Management

Aim: Structured, strategic and sustainable leadership

- Key Principles:**
- Diagnostic review as first action
 - Clarity of Roles and MLP standards
 - Establish common purpose
 - Middle Leader development – strengthen structure of middle leadership
 - Coherent approach to Leadership development and talent management
 - Leaders provide synergy and excellence to drive the Trust forward
 - Opportunities for collaboration across the Trust leading to improved recruitment and retention

- Teaching and Learning Toolkit:**
- Collaborative workshops – solution focused
 - Bi-weekly School Improvement Trust meetings
 - SEF/SIP alignment
 - Monitoring of Leadership development – MLP standards
 - Line management meetings support and training
 - Regular Line Management meetings for Head teachers – support and coaching
 - In-house quality Middle Leaders programme – linked to MLP Standards
 - NQT programme and New teacher induction
 - 360 → tailored development
 - Central services support/marketing/HR/IT/Finance/Premises
 - Professional branding and marketing team
 - Compliance support and Cross-Trust policies

Outcomes

Aim: Schools achieve the best outcomes for all students

- Key Principles:**
- No child left behind
 - Personalised intervention strategies
 - Effective systems for monitoring
 - Staff training on using data to plan
 - Moderation at all Key stages
 - Curriculum design to support outcomes
 - Data led progress cycle systems that lead to carefully monitored improved outcomes

- Teaching and Learning Toolkit:**
- PIXL strategies – MLP standard
 - Talk for writing – MLP preferred (primary)
 - Thinking Reading – MLP preferred (secondary)
 - Target Tracker/ Go4Schools – MLP standard
 - Support for leadership of phonics programmes RWI MLP preferred
 - Support in providing coherent curriculum plans
 - Data cycle implementation and modelling
 - Specialist support in core and non-core subjects
 - Support from Data Team – analysis and collation
 - Clear guidance for assessment and marking