

Educational support offer

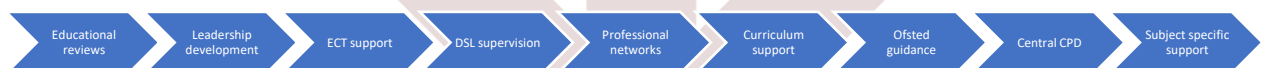


Our school improvement offer is designed to enhance the learning experience within our schools by ensuring leaders at all levels have the skills and attributes to excel in their roles. This is fostered through a culture of mutual trust, honesty, integrity and high expectations. The school improvement team is committed to supporting schools to maintain high standards and provide the best possible provision for all learners.

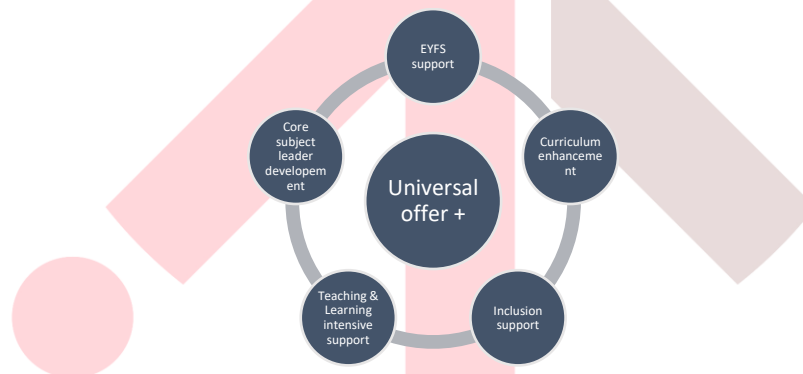
In order to direct our resources appropriately and provide an equitable improvement offer, there is a clear and transparent system to determine which level of support each individual school will receive over the academic year. Through an accurate review process, we use a number of set indicators to identify and classify schools into 'tiers' to determine the level of support they will receive, according to their individual need. Each 'tier' corresponds to the improvement offer that schools in that tier will receive as standard across the year.

The Tiered model:

Universal – Base offer all schools receive. Focus on half termly Quality assurance and staff professional development. Enhancement of leadership at all levels, bespoke curriculum & pedagogical development as well as Ofsted readiness are the core threads that guide universal educational support.



Advanced – For schools who need regular support to enable rapid improvements. Support requirements are highlighted through performance analysis and evaluation with tailor-made strategies implemented to address need.



Intensive - For the most vulnerable schools that require intense intervention through a bespoke programme of support. The Universal offer is still accessed alongside wider enhancements to ensure rapid gains are made.



Universal offer details

Staff development, coaching and mentoring

This is at the heart of our work to engage, develop and retain talented staff in our academies. Trust wide strategies support academies to develop consistency in terms of teaching, learning and assessment. We personalise career pathways to ensure a breadth of opportunities for all our staff. Performance management is a tool used to support skills and development of expertise.

Quality assurance

We provide an in-depth data analysis for the Trust and individual academies that supports leaders to evaluate and improve outcomes for all pupils. Standards are quality assured through effective moderation and evaluation. There is a deep understanding of outcomes through clear systems of reporting to a range of stakeholders.

Leadership enhancement & Learning communities

Across the Trust, we develop and share effective strategies that work in the classroom through a network of outstanding teachers and leaders. Subject specific expertise and pedagogical understanding is developed through a range of collaborative approaches. Subject specific forums and working parties are afforded the opportunity to share and disseminate ideologies and strategies thus enhancing the offer for all.

Curriculum development, Research and enquiry

We use an evidence-based approach to school improvement capitalising on relevant research to sustain and improve a high-quality education. Curriculum evaluation and improvements are continuous, through centralised support and using subject expertise across the trust to support colleagues and enhance individual academy offers.

Pedagogical strategy selection

We are clear that academies improve when teaching is consistently strong and effective and that the quality of teaching makes the biggest difference to learning outcomes. Every teacher in every classroom is an expert in what they teach (curriculum) and how they teach (pedagogy). Through individual coaching to group based mentoring all staff are provided with the support, skills and tools to improve as a practitioner. Each academy is provided with individualised strategies that mirror staff expertise and curriculum offer to support teaching and pupil learning experiences.

Ofsted readiness

Through our central team, including a qualified inspector we ensure the core threads of inspection are disseminated regularly and schools are supported to ensure they are fully prepared for inspection and showcase all that is good about their school.

Our improvement offer also includes:

- Rigorous, internal quality assurance systems, which includes at least 6 visits per year
- Clear career pathways from ITT to Executive Leadership
- Headteacher Performance Management Process
- Enhancing expertise of headteachers through the leadership of Trust projects
- System leadership and school to school support
- Development of coaching culture, through trust-wide coaching projects including external expertise
- Expert external moderation to verify standards, including one full day school review

- Headteacher partnership meetings to involve and engage headteachers as partners.
- Responsive expertise to support wellbeing and reflective practices
- High quality, evidence-based CPD tailor made to support individual staff need
- HUB SEND strategy with specialist and targeted SENCO support for all academies

Additional offers based on evaluated need:

Early Reading support

Reading is the key to accessing the curriculum and as such gaining the skills and strategies to read effectively as soon as possible is essential. We offer schools who require support with early reading a full review and follow up visits to ensure pupils get the best start. Schools who achieve less than national phonics outcomes will automatically receive the review and support.

New to role mentoring

We recognize the challenges that stepping into a new role can pose and as such offer a 'new to role' mentoring as a key part to our school improvement offer to ensure those new to specific roles are as successful as possible. Providing a sounding board, supporting knowledge building, enhancing leadership skills and providing shadowing opportunities are key aspects to aid any person stepping into a new role for the first time.

Central CPD

As a trust, we put professional development at the heart of all our improvement strategies, as we know that is the best way to raise outcomes for pupils. We offer a range of CPD opportunities for staff at different levels across the trust and create career pathways for those that work with children, and those that do not. Our use of the apprenticeship levy to support staff development, and our commitment to developing people ensures our trust CPD is of high quality and has impact for those engaged in programmes. We offer 15 trust-led CPD sessions for all teachers across the trust, focused on developing general teaching & learning strategies as well as subject specific strategies. The CPD is led by our trust Teaching & Learning leads in line with the EEF guidance on effective professional development.

DSL supervision

The role of the DSL in school can often be emotionally draining and there are not many outlets for our DSLs to discuss this openly due to the confidential nature of the role. We offer DSL supervision for our DSLs either within a group setting or individually. This is both a place for offloading and also to work through and discuss difficult cases and feel supported through the process. Our Supervisor is fully trained through the NSPCC to deliver supervision, and has an in-depth knowledge of safeguarding and years of experience in the sector.

Educational reviews and support visits

Our review and support cycle are designed so that individual aspects of a school's effectiveness are looked at in-depth with school leaders, with clear actions identified and support given to implement these. Reviews are conducted by members of the School Improvement Team and expert staff who are specialist in each specific area. Each school will receive six reviews across an academic year planned in a cycle so there is time between reviews to undertake meaningful improvement work.

For each review area there will be at least one Support & Development visit that focuses on working with school leaders to implement improvements in that particular area. The visits are developmental, with a particular focus on the progress since the last visit/review, and how to implement further improvements.