The Baird Primary Academy　　　　　　　　　　　　　　　　　　　**Academy Improvement Plan**

Overview 2016-17

Effectiveness of Leadership and Management	Quality of Teaching, Learning and Assessment	Personal Development, Behaviour and Welfare	Outcomes for Pupils
To develop the roles and responsibilities of the Leadership Team to enhance accountability	To develop an engaging and inspiring curriculum that will encourage learners to develop a love of learning • Power of Reading 　• Theme Days	To introduce a wellbeing and mindfulness strategy throughout the academy • Art of Brilliance • Open Mindsets	To raise attainment in Reading in all year groups across the academy • Reading with RIC Curriculum • Quality Wave 1 teaching • Development of Wave 2 and 3 interventions
To develop communication systems across the academy both with staff, parents and wider stakeholders • Email / Calendar system • News Bulletins • Social Media / Website	To ensure that all teaching is at least good or better consistently • Coaching and Mentoring • Use of Iris technology • Monitoring and feedback	To introduce and embed a new behaviour for learning policy • Thrive training • Reduction in low-level behaviour and FTE	To raise attainment in Maths in all year groups across the academy • Shanghai Maths approach • Mastery curriculum • Increased CPA • Subject knowledge training
To develop the role of Subject Leaders to enhance accountability in all subjects	To develop a culture of reflection to improve teaching • Use of Iris technology • Reflective teaching partners	To raise the attendance of all pupils across the academy • Attendance strategy • Rewards / Sanctions	To raise attainment in Writing, particularly Spelling, Punctuation and Grammar in all year groups across the academy
To develop and raise the profile of Governors throughout the academy so that Governors are able to hold leaders to account at all levels.	To ensure rigorous induction processes across the academy to enable consistency		To raise attainment in Phonics in Year 1 and Year 2 • Phonics curriculum • Staff training
To develop a high quality programme of CPD for all staff with varying levels of experience • TA / HLTA CPD • Leadership Development	To develop a consistent approach to assessment, through the use of Target Tracker, to ensure accurate tracking of attainment and progress • Moderation • PPM		To develop a Pupil Premium strategy to narrow the gap between disadvantaged pupils and their peers