## Academy Improvement Plan Overview 2017-18

<table>
<thead>
<tr>
<th>Effectiveness of Leadership and Management</th>
<th>Quality of Teaching, Learning and Assessment</th>
<th>Personal Development, Behaviour and Welfare</th>
<th>Outcomes for Pupils</th>
</tr>
</thead>
<tbody>
<tr>
<td>To develop a clear and shared vision that all stakeholders adhere to.</td>
<td>To develop high quality learning environments that support and enhance learning.</td>
<td>To reduce behavioural incidents for key pupils and reduce fixed term exclusion to 0.</td>
<td>To ensure that all pupils make at least one step of progress per term and 50% of pupils make accelerated progress.</td>
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</table>
| To embed a new leadership structure with clear roles and responsibilities for all leaders to ensure an impact on pupil outcomes. | To ensure progress is evident in all pupils’ books:  
  - Weekly book looks  
  - Monitoring and use of APs for model practice and coaching  
  - Hot and cold writing tasks  
  - Model classrooms and model books  
  - Review of marking and feedback  
  - Improve standards of presentation and handwriting | To improve whole school attendance. | To ensure that Key Stage 2 data falls in line with national averages and that increased percentages of pupils achieve the national standard. |
| To develop subject leaders throughout the academy to hold all leaders (at all levels) to account. | To raise expectations and ensure that all pupils are challenged in every lesson through:  
  - CPD to support gap analysis  
  - Enhanced and improved use of TT  
  - Rising Stars Progress Tests  
  - Aspirational target setting  
  - Support for planning | To ensure pupils demonstrate positive behaviours for learning in all lessons. In addition, pupils will show increased independence in their learning. | To narrow the attainment gap between disadvantaged pupils and their peers in all subjects. |
| To improve the quality of teaching using the UoBAT Learning Loop, including:  
  - Regular monitoring  
  - Enhanced CPD  
  - Iris  
  - TA Matrix  
  - Weekly book looks | To ensure wave 1 teaching consistently meets the needs of all pupils, including SEN pupils through:  
  - Planning support  
  - Coaching from specialist staff  
  - CPD and training from specialist staff | To ensure a cohesive approach to incident reporting, through the use of CPOMS. | To continue to increase the proportion of pupils achieving the expected standard in Key Stage 1 and EYFS. |
| To embed the use of Iris to improve the standard of teaching and learning. | To ensure that a range of interventions match the needs of the Academy and rapidly narrow gaps in pupil’s learning.  
  - Speech and Language Therapy  
  - EAL Provision  
  - Social and Emotional Provision | | |

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*THE BAIRD PRIMARY ACADEMY*