

KEY PRIORITY 1 – ACHIEVEMENT & PROGRESS



Objectives:

- a. To improve attainment and progress in Mathematics in both GCSEs and Functional Skills
- b. To achieve a 25% pass rate in Mathematics at Grades A*-C
- c. In reading 80% of students to achieve a ratio gain of at least 1.5 to show modest or great impact
- d. Improve the data management, monitoring and evidencing at KS3 so that it is line with KS4
- e. Of full-time Inreach learners at KS4 70% to achieve at least grade C or above at GCSE and 100% pass at Level 1 in Functional Skills, 50% at L2 for English.
- f. To ensure that 75% of full-time Inreach learners achieve at least 3 Levels of progress on leaving in year 11 compared to KS2 SATs results.
- g. To ensure that 30% of leavers achieve 5 A* - C grades including English and Maths
- h. Improve the data management, monitoring and evidencing of attainment and progress at KS3 so that it is line with KS4
- i. To secure and improve progress in Core Subjects for both KS3 and KS4 Learners
- j. To ensure that 100% of learners on the BTEC and other portfolio courses gain a Pass grade or above
- k. To ensure all KS4 pupils are offered a programme of work experience.
- l. To improve functional ICT Skills
- m. Gifted & Talented pupils to be identified and extension/enrichment opportunities established

Action to achieve Objectives	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Notes on Progress
Currently Mathematics is the weakest core subject. Engagement needs to improve. Whole school promotion of numeracy required.	DP/JA	July 14	£500 1:1 Time	CR SLT Management Committee	3 Levels of Progress in Mathematics to be 65% Functional skills will be 100% at L1 and 50% at L2 KS3 2 sub-levels	<div></div> Evidence of improved engagement.
Currently pass rate in Mathematics at Grades A*-C is 18% This needs increasing to 25% for 2013-2014	DP/SLT	Ongoing	Nil	CR SLT Management Committee	25% of pupils to achieve a Grade C or above	<div></div> In progress
Ratio gains currently 69% in Reading and 56% in Spelling Need to target 1:1 support for pupils in reading. Greater emphasis and monitoring of ERIC	KA	July 14	Time CPD £450	GC SLT Management Committee	Reading Data/Analysis 80% of pupils will have a ratio gain of 1.5 in Reading and 70% a 1.5 ration gain in Spelling.	<div></div> On track and in progress
Action to achieve	Lead	Time	Resource	Monitoring/Evaluation	Success Criteria	Action to achieve Objectives

Objectives	Person	Scale	& Cost			
In English, currently 40% achieve Grade C+, 91% L1 and 18% L2. To achieve by increased targeting of pupils, 1:1 support and improved engagement	KA/SLT	July 14	Time	CR SLT Management Committee	55% of pupils Grade C or above in English 100% of Pupils L1 FS 50% of Pupils L2 FS	
						Problems with consistency of staffing and staff absences Expectation this will improve.
Levels of Progress currently 56% in English To achieve by increased targeting of pupils, 1:1 support and improved engagement	CR/SLT	July 14	Time	DP SLT Management Committee	75% of learners will achieve 3 Levels of Progress in English on Leaving	
						In progress
5 A*-C Passes currently 18% inc; E + M. Achieve increase by targeting of pupils, 1:1 support and improved engagement in learning. Bespoke programmes	DP	July 14	Time £500 1:1	CR SLT Management Committee	30% + of learners will achieve 5 A*-C grades including English and Mathematics	
						In progress
Currently KS4 data is managed differently than KS3, this needs to be standardised	DP	Mar 14	Time	SLT Management Committee	Data files set up Focus Groups meeting Evidence of sharing good practice and ideas via minutes Standardised recording	
						In progress and on track Some standardisation has already occurred.

Action to achieve Objectives	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Action to achieve Objectives
Currently KS3 progress in English on average is 2.25 sub-levels and in Maths is 2.0 sub-levels over a 12 week period. Target to raise progress in English to 2.50 sub-levels and in Maths to raise to 2.25 sub-levels over a 12 week period.	GC	July 14	Time £500	SLT MC	The already good rates of progress are secured and further improved. Aspirational targets in place. Robust baseline systems in place. Regular tracking of data to target individualised support	
KS4 progress in GCSE English is currently 0% and Maths 0% (3 Levels KS2-4/PRS baseline). Target to raise progress in GCSE English to 50% and Maths to 50% (3 Levels KS2-4).	CR	July 14	Time £500	SLT MC	The current rates of progress are secured and further improved. Aspirational targets in place. Robust baseline systems in place. Regular tracking of data to target individualised support	
Currently 70% of learners gain a work experience placement or taster sessions. Vocational Lead to identify and enlist the support of work providers. Liaison with NYBEP to ensure prompt placements can be arranged	AR	Mar 14	Time Cross-curricular staff input. ERIC	CR SLT MC	100% of KS4 Pupils to have successfully undertaken a work experience placement	
Currently 5% of leavers are NEET To achieve 0% ensure all pupils have a post-16 plan. All pupils to access IGEN and Careers Adviser.	AR	Sept 14 and beyond	Time £1000	CR SLT MC	0% NEETs 100% of pupils secure appropriate post-16 education or training at the end of Year 11	In progress The more vulnerable pupils yet to be placed.
						Recently increased from 0% to 5% due to some pupils losing placements, etc. To be monitored further and support offered where possible.

Action to achieve Objectives	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Action to achieve Objectives
<p>Currently BTEC pass rate is 100%.</p> <p>Maintain 100% pass record for Level 1 Learners.</p> <p>Target is for 40% of pupils taking Level 2 courses to achieve Merit and 10% to achieve a Distinction.</p>	CR	July 14	Time	DP SLT MC	100% Pass rate on all BTEC courses	
<p>Currently 100% functional ICT skills but only 1 student. Need to increase the number of pupils taking ICT FS to 100% (inreach learners)</p>	GC	July 14	Time £500	SLT MC	100% of Pink group to pass at L1 and beyond Improved FS levels and achievement in ICT will be recorded and observed	
						On track
<p>All Level 5 pupils to be identified (subject by subject) and then work planned appropriately. G&T opportunities to be made available</p>	GC	July 14	Time £500	GC SLT MC	<p>Pupils identified</p> <p>G&T Policy in Place</p> <p>Evidence of opportunities recorded</p> <p>Differentiation monitored</p>	
						Pupils identified. Further evidence and monitoring required.

KEY PRIORITY 2 – QUALITY OF TEACHING



Objectives:

- a. To improve and increase the extra curriculum offer.
- b. To maintain good-outstanding grades in lessons taught at the PRS at 100%.
- c. To increase the level of Outstanding teaching to 40%
- d. To use the new appraisal system effectively to ensure accountability for Teaching & Learning
- e. To develop a comprehensive system of 1:1 Literacy and Numeracy support.
- f. To work towards the Basic Skills Quality Mark & Dyslexia School Status
- g. To further develop whole-school Literacy and Numeracy Targets which are monitored and evidenced.
- h. To further develop and improve the monitoring and evidencing of Literacy in ERIC Time
- i. Reading, Writing, Communication & Mathematics to be incorporated into Medium Term Plans
- j. To continue to monitor, develop and share good practice with regard to objective led lesson planning.

Action to achieve Objective	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Notes on Progress
Current extra-curricular offer is thwarted by transport provision and rurality of some pupils. Opportunities sought to overcome this barrier and ensure 100% of pupils have an extra-curricular opportunity	DH/SLT	July 14	Time £1000	SLT Management Committee	There will be an increase in the offer of extra-curricular activities and the participation by pupils. Records to be kept.	<div style="background-color: yellow; height: 10px; width: 100%;"></div> In progress. Evidence suggests engagement of pupils is increasing.
Currently 100% of lessons are Graded 1 or 2. Ensure CPD opportunities are in place so that high quality teaching is maintained.	CR	July 14	Time	SLT TLR Staff Assessment Adviser	Consistent tracking system in place for all subjects	<div style="background-color: yellow; height: 10px; width: 100%;"></div> Slight dip in this achievement due to behavioural issues and group dynamics
Currently 30% of lessons Grade 1 Good-Outstanding Training to be put in place and best practice visits, network support and adviser input	DH/CR	July 14	Time	SENCo SLT TLR Staff Management Committee Advisers	L&T Evidence will indicate that 40% of teaching is at Grade 1.	<div style="background-color: red; height: 10px; width: 100%;"></div> Dropped at the last review Training to be put in place for moving towards outstanding. Cohort problems.

Action to achieve Objective	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Notes on Progress
New Pay and Appraisal Policy's to be implemented.	DH	Sept 13	Time £500	SLT TLR Management Committee	All teachers will be held to account. Pay will be linked to performance and attendance.	Implemented September 2013
Currently 40% of pupils are able to access 1:1 Literacy and Numeracy support. This needs to increase to 75%	GC	July 14	Time	SLT TLR Management Committee	Records will be kept. Pupils identified Progress data monitored	In progress and on track to achieve
Further works/scrutiny and auditing towards the Basic Skills Quality Mark & Dyslexia School Status	EM/KA	July 14	Time	PSA Attendance Officer SLT SENCo	Audits undertaken Action Plans put in place Targets set Certification Improved outcomes and/or attainment for SpLD students	Audits now undertaken. Some sections completed. On track and well underway.
Further develop whole-school Literacy and Numeracy Targets which are monitored and evidenced	KA/DP/JA	Ongoing	Time £1,500	SLT Management Committee	Audit of current situation System developed and implemented Evidence recorded and evaluated	Not in place.
Further develop and improve the monitoring and evidencing of Literacy in ERIC Time	KA	Jul 14	Time £500	SLT Management Committee	Audit of current situation System developed and implemented Evidence recorded and evaluated	On track. Recent Audit undertaken and scrutiny completed.
Ensure that all lessons are objective led and good practice is shared	DH	Ongoing	Time	Peer groups SLT Management Committee	Objective led lessons dominate in lesson scrutiny	In place. Staff secure. Good practice shared.
RWC & M to be audited, monitored, incorporated into Medium Term Plans and evaluated.	All SLT	Jul 14	Time £1000	SLT Management Committee	MTPs in Place Improved outcomes in Literacy & Numeracy	MTPs in progress and RWC & M incorporated.

KEY PRIORITY 3 – BEHAVIOUR & SAFETY



Objectives:

- a. To further develop and improve the system of recording time out of lessons
- b. To further improve rates of attendance
- c. To further develop SMSC within our curriculum at the PRS
- d. Pupils to make progress in developing Soft Workplace Skills. Employability skills to be developed and improved
- e. Pupils to develop skills as Independent Enquirers and Communicators

Action to achieve Objective	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Notes on Progress
Currently SIMS records out of lesson time not adequately recorded. System to be fine tuned and improved quantitative data to be collected and evaluated.	DP	July 14	Time	DP SLT Management Committee	Systems in place Pupils of concern identified Subjects/staff of concern identified Detailed logs available	System of out of lessons now in place and details recorded - subjects causing concern identified. Action Plans to be implemented
Currently 89% attendance rates – last school year. Work with Governors (CM) to improve further.	DH	July 14	£1,000	SLT	Increased attendance from 89% at the end of the year to 95%. Continued improvements in individual attendance rates	Despite 89-90% high in comparison to other PRU and NY PRS needs improving.
Further development of the SMSC curriculum at the PRS. Greater opportunities to visit cultural/religious institutions.	DH	Jul 14	Time £1000	DH MC SLT	Audit undertaken Action Plans in place Increased opportunities evidenced	Visits to church and Buddhist temple undertaken
Pupils to make progress in developing Soft Workplace Skills Pupils employability skills to be developed and improved	KWs	Mar 13	£1,000	SLT EM MC	Improved communication, appearance, timekeeping and attendance will be identified as well as an improvement in basic skills Vocational Qualifications to improve.	On target. Vocational Studies Preparation for Working Life

Action to achieve Objective	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Action to achieve Objective
Greater opportunities for pupils to be Independent Enquirers and Communicators	EM	Mar 14	Time £500	SLT MC	Improved communication Improved independence as reported by core subject leaders.	
						On track/In progress This is targeted on themed days. Staff are also able to provide opportunities within lessons.

KEY PRIORITY 4 – LEADERSHIP & MANAGEMENT



Objectives:

- a. To manage the new budget and consider the future PRS structuring
- b. To maintain and further develop a high quality programme of Continuing Professional Development for staff which links closely to the SEF, SDP and Appraisal
- c. To develop a programme of well-being and recognition for staff to ensure good quality staff are retained
- d. To further increase the support, challenge and effectiveness of the Management Committee
- e. To improve the relationships between the school staff and pupils and the Governors
- f. Involvement with the local Teaching Alliance that's in development within the Craven Area
- g. To further improve the attendance rates of all learners to 95%
- h. To investigate and embark upon the journey to Academisation ensuring the most appropriate option for Craven PRS

Action to achieve Objective	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Notes on Progress
Loss of £347K means restructuring is inevitable. Consultation with LA and Senior HR Advisers	DH RC	July 14	Time	LA SLT MC	Restructuring in place Funds managed appropriately and no under or overspend.	<div></div> Further protection in place to cover increased demand
CPD for staff is currently well resourced. Links with the SEF, SDP and Appraisal Documents to be maintained to ensure savings without loss of impact.	CR	July 14	Time £3,500	DH SLT MC	CPD Records in place CPD targeted effectively and in line with Appraisal, SDP and SEF	<div></div> Staff Appraisals in place. CPD records updated
Current position has been for well-being to be undertaken once per year. Well-being programme to be completed on a termly basis.	DH	July 14	Time £1,500	SLT MC	Improved Staff Survey (July 2014) Wellbeing offer and participation Evidence File	<div></div> First terms wellbeing undertaken. Survey to be completed.
To continue improved practices with the Governors. Further increase support and commitment. Increased frequency of visits and	DH	April 14	Time £250	DH SLT MC	Improved links with school Greater scrutiny/challenge ROVs will show challenge and engagement	<div></div> Increased governor visit and input. ROVs in place Adviser input in place

Action to achieve Objective	Lead Person	Time Scale	Resource & Cost	Monitoring/Evaluation	Success Criteria	Notes on Progress
To further develop the link between the school staff, pupils and the Governors by arranging joint activities.	DH	Mar 14	Time £250	DH SLT MC	Improved links with school Greater engagement of pupils, staff and governors. Diary/Log of activities	
						Governor visits and input arranged including CM, AB and JS
To promote, develop and facilitate Governors in attending network meetings and access to CPD to further develop capacity.	DH/JS	July 14	Time £1000	SLT Management Committee	CPD Records Governor Minutes	
						Ongoing. CPD in place for some Governors.
Ensure participation and support for the local Teaching Alliance that's in development within the Craven Area. Allow students access to our site, share best practice and our expertise in working with BESD and vulnerable YP.	DP	July 14	Time	DH SLT M	Records of Visits Student success stories	
						Link established. Student visits took place earlier in the year.
To embark upon the journey to Academisation ensuring the best possible options for Craven are explored	DH	Sept 14	Time £TBC	All stakeholders	AP Academy Status	
						Interest registered with the DfE