



## School Improvement Plan, 2019-2020

### **Our Vision:**

ENJOYMENT

ACHIEVEMENT

COMMUNITY

### **Our Mission:**

To provide a high-quality, comprehensive and meaningful education for all students. Together we will build an inclusive and aspirational community where students and staff are empowered to reach their full potential. Our curriculum will seek to meet the needs of all students. Each student will be treated as an individual, and given the tools to leave us with the personal qualities, skills and qualifications they need to lead successful lives.

### **Our Values:**

Be Respectful  
Be Responsible  
Be Ready

**The Dean Academy**  
**Action Plan Overview 2019/20**

**1. Quality of Education (Last Ofsted -X)**

Success Criteria:

- Outcomes continue to improve for all groups of students at KS3 and KS4
- Quality of education improves for all groups of students

1a	Continue to develop Cross-trust working to enhance curriculum and improve quality of education
1b	Improve effectiveness of provision for all students, especially those with Special Educational Needs
1c	Effectively implement mastery language at KS3 to ensure students know how to make progress
1d	Develop students' abilities to read, write and communicate verbally through consistent implementation of #LiteracyMatters.
1e	Develop consistent approach to key pedagogical methods, based on educational research, to ensure consistent experience for students
1f	Continue to develop quality of extra-curricula offer for all students
1g	Continue to improve achievement and outcomes of all students at KS4
1h	Rapidly narrow gap between achievement of boys and girls
1i	Rapidly improve achievement of disadvantaged students

**2. Behaviour and Attitudes (Last Ofsted - 3)**

Success Criteria:

- Behaviour of all groups of students is exemplary so that learning can take place in a disruption-free environment
- All students are nurtured and given the best possible chance of success

2a	Continue to develop and embed inclusive practice across the school to build relationships and reduce the number of fixed term exclusions
2b	Develop team around the school model to ensure early intervention for students with additional needs
2c	Continue to develop use of graduated pathway model to ensure interventions are preventative rather than reactionary
2d	Develop further opportunities to reward students and celebrate success

**3. Personal Development (Last Ofsted - 2)**

Success Criteria:

- All students are supported to be the best that they can be
- All staff are supported to be the best that they can be

3a	Develop Head of Year and pastoral roles to effectively support student welfare and personal development
3b	Embed careers education across the curriculum and ensure Gatsby benchmarks are met
3c	Continue to develop Values and Society Curriculum with focus on key changes to RSE
3d	Continue to ensure holistic approach to staff development and wellbeing

**4. Leadership and Management (Last Ofsted - 2)**

Success Criteria:

- Areas of weakness are addressed and outcomes show significant improvement
- Ethical approaches to leadership are embedded across the school

4a	Develop consistency of Middle Leadership to reduce in-school variation in delivery of curriculum and outcomes
4b	Embed Ethical Leadership Framework to ensure decisions are student-centred at all levels
4c	Work closely with colleagues across trust to develop leadership in key areas
4d	Continue to develop Primary links to ensure effective transition from KS2 to KS3
4e	Develop research-led approach to leadership of teaching and learning
4f	Develop governor links and challenge of key school improvement areas

Indicates actions linked to Ofsted targets



**Enjoyment**

**Achievement**

**Community**