



Trust Development Plan 2018-19

1. Develop outstanding teaching for all our learners by:

- a. Delivering high quality and outstanding teaching.
- b. Harnessing local resources efficiently in the interests of learning.
- c. Creating the right conditions for enjoyable effective learning.
- d. Developing the expertise of our staff to ensure all learners can achieve.
- e. Ensuring that all learners make significant progress during their time at the school

Objectives	Action	Success Criteria	When and by whom	Resources / costs (from ELT or schools' budget)	Review
To further develop the Peer Review system implemented in 2018-19 to check on progress made and to involve members of the SLT other than headteachers	Training sessions take place with Chris Byrne with participants. Schools will identify two areas of priority and then teams will be formed depending upon strengths and interests of reviewers.	All schools benefit from a rigorous Peer Review and those involved gain a greater insight into the way in which other schools operate.	Training meetings during the autumn term followed by reviews during the spring and summer terms Heads SLT (as nominated from each school) Chris Byrne	£3400 Chris Byrne (ELT) – now including 1½ days work for each school including write-up Supply cover for participating teachers (Schools)	Preparation meetings have now taken place (Nov 2018)
To provide high quality training which is of benefit to staff of all schools within the ELT.	The new PSHE curriculum (Sarah Lyles)	The training provided is utilised by teachers to improve the quality of teaching within their classes.	Sept 18 TDJS/TDI/Claygate/LDI/LDSM/HWPS	?? (ELT)	Useful overview of the new PSHE curriculum
	The teaching of spelling (Lyndsay Pickton)		Sept 18 TDJS/TDI/Claygate/LDI/LDSM	£330 (ELT)	Excellent training – very positive feedback provided.
	White Rose Maths		Jan 19 Claygate – other schools invited	£55 per participant	
	Take One Picture (trainers from the National Gallery)		Mar 19 TDJS/LDSM/Claygate	£750 (Schools)	

	Let's Think Problem Solving Maths		??	?? (?)	
To enable teachers to have the opportunity to moderate work within each other's schools	Joint sessions have been planned in which teachers belonging to each key stage meet to compare standards in writing and mathematics.	Teachers are clearer about expected standards and have benefited from working closely with colleagues from other schools.	All heads 08/11/18 21/01/19 20/05/19	None	Moderation meetings of greater depth writing have taken place. Opportunities to share work and expectations in different schools compared.
To look at ways of aligning assessment systems between schools	Comparison of assessment policies and tests which are used	Meaningful information is provided that gives indication of end of key stage outcomes	Heads, assessment leads	Assessment systems to be paid for by own school.	
To consider the effectiveness of interventions that are used and the ways in which they are measured.	SENDCOs meet and look at the different interventions that are used, comparing cost, number of pupils, length of programme etc.	Schools have the necessary information to decide upon the interventions which they should be using.	SENDCOs	Cost of interventions to be paid for by individual schools	

2. Increase the level of aspiration and opportunities for our community by:

- Encouraging our whole learning community to have high expectations of our learners
- Encouraging our children and young people to have high expectations of themselves
- Encouraging our children and young people to become life-long learners.
- Fostering creativity and innovation through an exciting and challenging curriculum.
- Creating a sense of local pride and excitement in the possibilities of the wider world.
- Supporting members of the local community in their efforts to learn and succeed.

Objectives	Action	Success Criteria	When and by whom	Resources / costs (from ELT or schools' budget)	Review
To organise.	Hinchley Wood Secondary to be contacted to see if their students and teachers from their music department wish to be involved.	A successful concert takes place including all schools and involving vulnerable pupils where possible.	Summer 1 2019 SC Music teachers from each school.	Cost of hiring venue? (ELT)	
To organise involving all schools in the Trust.	Possible competitions to be organised between schools	Competitions take place involving pupils who do not represent the school in other sporting events	Spring 1: NF (Chess) Spring 2: NF (Bananagrams) Summer 2: SC (Table tennis) Summer 2: SC (Swimming Gala) Summer 2: MP/RH (Multisports and virtual sports)	None	
To organise an art project involving schools in the Trust.	Availability of a kiln and other possibilities to be considered.	End product will be on display in schools or in a local area.	AB (Art)	To be decided (ELT)	

To across the schools.	Poems from different schools. Books published	A book of poems is published including illustrations from children within the ELT.	Autumn 1: MP/RH (Take One Poem)	To be decided (ELT). Proceeds from book sale to help with costs.	
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3. Realise the potential of all our young people in our community by:

- Creating opportunities for our learners to experience different educational experiences.
- Developing the resilience and confidence of our learners.
- Creating more opportunities for learners to develop their emotional well-being.
- Enhancing our provision of social and moral support for the young people in our schools.

Objectives	Action	Success Criteria	When and by whom	Resources / costs (from ELT or schools' budget)	Review
To use Emotions Coaching and 123 Magic to enhance the support provided for pupils at the ELT schools.	Training for staff and parents provided by trainee EP and HSLW.	Staff and parents feel able to give emotional support to pupils.	Becci _____ Michelle Talboys	Spring: RH (123 Magic) Summer: MP (Emotions Coaching)	
To use PSHE (and the Jigsaw resources, in particular) to develop emotional well-being in our schools.	PSHE Subject leaders to write reviews of Jigsaw considering the effectiveness of its implementation and making comparisons between the schools.	The use of Jigsaw has made a positive difference to the way in which PSHE is taught in the ELT schools.	By July 2018 Heads PSHE leads	None	

4. Improve transition for our learners across each key stage by:

- Ensuring all schools work together to raise standards in each transition year.
- Communicating the expectations and demands of each key stage effectively to parents.
- Ensuring our learners experience continuity of learning when changing stages or classes.
- Ensuring outstanding outcomes for learners moving into a new education setting.

Objectives	Action	Success Criteria	When and by whom	Resources / costs (from ELT or schools' budget)	Review (by _____)
To work together more closely with Hinchley Wood Secondary to facilitate a smooth transfer from KS2.	See Section 2 above	Pupils feel more readily prepared for transfer to secondary school and HWS in particular.	As above	As above	Ben Bartlett attended a meeting of the HTs (Nov 2018) to discuss future collaboration that can take place.
To learn from best practice in schools about transfer from EYFS to KS1 and from KS1 to KS2.	Staff share the provision that takes place in transfer and consider how their current practice can be improved.	Pupils are able to successfully start their new Key Stage or new school.	Spring term 2019 Reception / Year 2 / Year 6 teachers	None	

5. Develop our education partnership to include our parents and the wider community by:

- Developing and sharing resources to improve outcomes for our learners.
- Enabling parents and carers to make a positive contribution to learning.
- Engaging local community organisations and extend what schools can offer.
- Engaging other partners who can support our work to the benefit of our learners.

Objectives	Action	Success Criteria	When and by whom	Resources / costs (from ELT or schools' budget)	Review
To give staff the opportunity to visit other schools and to learn from observing colleagues in other settings.	A matrix of offers is provided enabling staff to visit other settings to see practice elsewhere (e.g. NQTs, Deputies). Training provided following Cambridge Observation course	Staff have an opportunity to learn from good observation of others and put it into practice in their own classrooms.	Ongoing Teachers from all schools	Supply cover for teachers observing (Schools)	Opportunities offered(Nov 2018) with visits to take place from Spring 2019
To provide relevant and interesting meetings and workshops for members of the school community.	Joint meetings for workshops such as anti-bullying, online safety, school councils	Meetings are well-attended and parents feel workshops are worthwhile.	To be decided	Costs of external speakers (ELT)	
To develop the partnership with Kingston University for the mutual benefit of both the university and the schools in the Trust	Arrange a meeting with rep from Kingston University to look at ways we can work together.	Successful work with Kingston Uni may include: <ul style="list-style-type: none"> • Research involvement with special interest groups such as STEM, social justice; • Attendance at Partnership meeting 	AB to attend Partnership Meeting Nov 2018	None	Meeting of HTs attended by Mary Jo (Nov 2018)

		<ul style="list-style-type: none"> • Interviewing prospective trainees; • Giving mock interviews for students; • Involvement with Recruitment Fair • Using training for mentors; 			
To jointly support fundraising for a charity.	All schools jointly participate in 'Wear a Christmas Jumper Day' in support of Save the Children	All children take part and a significant amount of money is raised.	14.12.18		
To ensure we have a clear approach regarding the potential expansion of the ELT and specifically, relationship with Town Farm Primary.	Respond to request from Town Farm to become a partner within the Trust – offer to be made to include Town Farm in certain activities.	The ELT is able to look outwards to consider benefits that can be gained from widening participation without diluting	NF to follow up.		Meeting took place at Town Farm Primary in which headteacher, Asif Bhatti, outlined his vision. Participation discussed at Heads and Chairs' meeting in Nov.
To publicise the work of the ELT effectively	A newsletter is written each term by the Headteacher who chairs the Trust meeting with the help of Charissa Fiander, governor at TDI.	Staff, parents and governors are fully aware of the work that is being done and the benefits that ensue for our pupils.	Heads		Newsletter was sent out 16.11.18
To increase the revenue coming into schools and decrease costs.	SBMs to work together to: <ul style="list-style-type: none"> • Standardise letting charges across the schools; • Consider procurement – school supplies, energy, water etc 	Lettings income is increased with consistent charges across the schools. Non-staffing costs are reduced	SBMs		

