



**INCORPORATING**



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# **Development and Innovation Plan**

## **INTERIM TARGETS JANUARY-APRIL 2016**

**EVERYONE WILL BE THE BEST THAT THEY CAN BE  
EVERYONE HAS A VOICE  
NO-ONE IS EXCLUDED**

**Evaluated via termly statement in Executive Head's Report to Governors  
Also see Subject and Service development Plans**

**Key Priority: Interim Targets for January – April 2016, prior to change in planning cycle to link with financial year.** Governors and SLT agree that whole federation planning would be more efficient if linked in with the financial year. This year will be the change-over to this system. There are Key Priorities in place for April 2016, taken from Person Centred Reviews in the usual way. Teams across the federation will be working on actions to meet these targets during the Spring Term in order to generate the new, April- April plan. Between January and April, we will continue to use the overarching targets from January 2015 – 2016 plan, as these are still relevant. We will also work on the additional supplementary targets below, that tie in to the current plan.

School vision statement: "Everyone will be the best that they can be"								
What has to be done?	When?	Who will be responsible?	What do we have to do to achieve it?	What will it cost?	What do we need?	Who will check it and what will they look at?	What improvement will we see?	How and when will it be evaluated?
<b>IT1</b> <b>There are robust systems in place, to assess the progress of learners working above P8, to ensure we know if learning is "good" or "outstanding" for these pupils.</b>	April '16	Asst Head: assessment	Liaise with mainstream settings to ensure the system dovetails with the new NC. Liaise with SENTient Trust to explore a new system to replace NC levels Liaise with SWALSS to spread any updated system wider than Devon and to facilitate National benchmarking. Embed the system across the Federation, ensuring there is regular moderation to standardise the system	£500	Liaison time Meeting time and venues Staff meeting and E-Team times for development	Empowerment teams: evidence of high quality moderated evidence. T&L SLT: robust tracking systems and reliable progress data	Teachers are confident that they are able to accurately gauge pupil progress because there is a robust system in place that is fully understood and workable across the federation.	<a href="#">Assessment and pupil progress monitoring report in Executive Headteacher report to governors Spring Term 2016</a>

<b>IT2</b> <b>There is a high quality and effective business plan in place to support the capacity growth of the federation. There is a strategy in place to support the effective use of additional buildings to provide additional capacity</b>	April '16	CBT	Generate Business Plan for Growth Explore DCC buildings currently surplus to requirements for their potential to provide additional capacity Plan for occupation of new building: <ul style="list-style-type: none"> <li>- Capital project plan</li> <li>- Staffing structure, to include leadership and admin support</li> <li>- Benefits to students exercise</li> <li>- Community consultation exercise</li> </ul>	See draft business plan	See draft business plan	Governors will monitor developments via reports to sub committees	See draft business plan	<a href="#">Full update report in Executive Headteacher report to governors, Spring Term 2016</a>
<b>IT3</b> <b>Upper Pay Range teachers provide consistent effective and supportive responses to new colleagues</b>			See Objective 1 , NB NPQSL action plan					
<b>IT4</b> <b>Teachers are skilled to teach the most vulnerable students and there is clear evidence of equity of access to provision</b>			See Objective 2, NB NPQSL action plan					

<p><b>IT5</b>  <b>All learners become better problem solvers through teaching that is responsive to the potential of creative learning environments to trigger rich, deep learning through engagement and motivation and the opportunity to explore and experiment</b></p>			<p>See Objective 3 NB NPQSL action plan  (Also see Planned Key Priorities for 2016 – 17 and Spring Term Staff meeting agenda)</p>					
<p><b>IT6</b>  <b>All teachers across the federation are producing high quality learning opportunities for all, to maximise student potential.</b></p>			<p>See Objective 4, NB NPQSL action plan.</p>					