

# Newmarket Academy Action Plan

## 2017-18

This action plan is updated every half term and after each Data Point. The Action Plan supports the SWMAT Action Plan which can be viewed on the MAT website  
Updated September 2017

*Newmarket Academy, strives to be an outstanding school in an outstanding Trust. A secondary school that is focused on preparing students to impact on a changing world. The values at Newmarket Academy promote a community that accepts everyone and leaves no one behind. In our drive to be an outstanding school we pride ourselves in providing innovation and challenge. Collaboration and risk taking by our teachers makes for an environment where outstanding lessons will be the norm and learning is nurtured and celebrated. We pride ourselves on driving change through distributed leadership, where asking for help is seen as a strength and support is given freely. Our curriculum prepares students for the world of work. It encourages them to take responsibility for their own learning and allows them to plan for the next steps in achieving their goals. Our ambitions and aspirations are both shared with, and celebrated in, the wider community. We are a school the community can be proud of.*

# Newmarket Academy Development Plan 2017-18: Executive Summary

## Values

Compassion is about caring for others	Hope is knowing, wanting and making good things happen	Justice is making sure that we treat others and ourselves fairly	Respect honours the good things that we and others do	Wisdom is gained through learning and doing. It is about knowing right from wrong	Courage is being brave when we are scared. It is being able to act when we fear we may fail	Resilience is about being able to stay strong when things go wrong	Integrity is being honest and trustworthy. It is being true to yourself and your beliefs	Responsibility is about taking care of our people and things. It is about doing our duty to our family, friends, school, community and country
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## Our mission is to create.....

Successful Learners

Confident individuals

Responsible Citizens

## Targets

KSIII – 80% of students on track to achieve their targets KSIV – 70% 9-4 English – Maths KSIV – 40% 9-5 English - Maths	9-7/A*/A percentage = 20%	PP students achieve outcomes in line with National averages	Attendance – 96.5%	Recruitment to Year 7 = 140+
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## Strategic Objectives

Outstanding Outcomes	Outstanding Teaching, Learning and Assessment	Outstanding Leadership, Management and Governance	Outstanding personal development, behaviour and welfare
Improvements in identified subjects outcomes: Ebacc HPA students PP students	Outstanding CPD programme for all staff Effective QA and review process embedded Risk-taking approach to learning Standardisation leads to accurate assessment and tracking	Support for specific departments Outstanding leadership throughout the Academy Effective parental engagement Effective marketing programme	Percentage of FTEs and IEs of PP and SEND students equals non PP/SEND students Consistent implementation of rewards structure Active student leadership Percentage PA below 5%

Growth			
Objective	What is it?	Actions	Success Criteria
Innovation - Risk-taking and learning conversations	Teachers confident, inspired and adopting bespoke teaching methods to underpin better than expected progress for all. A strong sense of collaboration and risk-taking embedded in the Academy	SBP meetings, fixed item on T+L in dept meetings, established TLCs, awareness of good practice across trust and beyond, use of PPIs	Staff take risks in innovating their teaching to meet the needs of the students
Effective leadership and succession planning	Trust wide strategy to identify and promote talent within school and across the Trust. Leaders empowered to take responsibility for future development of the school	Development of ML voice and effective use of CPD budget	The staff are able to and do reflect on the way they teach and are deeply involved in their own professional development
More Applications	A drive to recruit the bold and the brave to develop a future proof staff. Applications to join rise to 150+ in each year and year 3 to 4 targets exceeded	Active marketing of the school to stakeholders	A culture has been established where students excel, where high expectations are embedded and relationships between students and staff is exemplary
Inspiring Leadership	Visibility and effectiveness of all leaders are evident throughout the school	Leaders are effective in driving school improvement	
Student Leadership	Learning and school improvement is co-authored with students	Development of student voice	The school id consistently focused on improving the outcomes of all students
Ambitions and Aspiration	Aspirations and ambitions of all are supported and challenged	Extension of CEIAG into all aspects of the Academy Effective use of PA and CPD to support staff development	Students are provided with high quality impartial careers guidance
Awareness	Awareness of what came before, what is now, and what comes next. Awareness of pupils situations and life circumstances	Staff sharing ideas and engaged in educational research Acting on information internal and external support agencies. Bespoke support for identified students	The school equips the students with the attitudes and behaviours for future success
Challenge			
	What is it?	Action	Success Criteria
Independent/self-regulated learners and 100% engagement	Students knowing how to proceed when facing challenges, knowing where to get information and how to proceed with their learning, becoming interdependent learners in a self-regulating community	Greater student participation in learning and embedding school priorities. Students seeking out new challenges. Enhance pupils understanding of metacognition. Audit of engagement. <i>One above, one equal, one below</i>	Students are confident with excellent attitudes to learning
Learning Conversations	Powerful learning conversations between teacher and student to develop engagement and performance	Students designing and adhering to their own short and long term SMART targets and outstanding mentoring	Time is used well to check understanding and offer support
Taking responsibility/Reflective action	Students and staff are effectively engaged in the development of all members of the community	Students and staff are engaged in their own learning and progress – seizing and making opportunities	Students are confident with excellent attitudes to learning and show respect for others' ideas

Competition	All students and staff respond to competitive challenge	Students and staff engaged in house, local and national competitions	The school actively promotes SMSC and the promotion of British values and thus take risks to meet the needs of the students
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### Support

	What is it?	Actions	Success criteria
Asking	Sharing Best Practice	Staff keen to attend SBP and use LPs for advice	The staff are able to and do reflect on the way they teach, and are deeply involved in their own professional development
Collaboration/ Sharing, helping and asking	Staff and students are confident that they work in an environment where they can openly share	SBP, LPs and departments working together. C3b4ME. Trust meetings. Greater student confidence to ask and take responsibility	The school is consistently focused on improving the outcomes of all students
Strength	The staff and students support each other and stand together to withstand the challenges facing individuals and the school as a whole	Staff and students know what to do and where to go to find support. Staff and students are supported and empowered to stand up for our values.	The open culture of the school actively promotes all aspects of student welfare
Commitment	Staff and student engagement is outstanding and all staff and students meet professional expectations	Prioritising staff welfare and proactive engagement with students by all staff. Strategies to reduce staff absence. Development of a meeting the deadline culture	High expectations are embedded
Celebration and Encouragement	The success of the staff and students is celebrated both within the Academy and in the community	More nominations for staff and student awards, Achievement points and trips/visits	Progress for all students is above national averages. Students enjoy their lessons, are resilient and are eager to improve their learning
Generosity	Members of the Academy community give freely of themselves to support and encourage others	Embedding sharing supportive culture	A culture has been established where relationships between students and between staff is exemplary

### Pride

What it is?	For staff	What does it look like	Success criteria
Professionalism	All students and staff maintain high levels of behaviour	Clear codes of conduct and expectations for all	High expectations are embedded
Above and Beyond	Students and staff seek opportunities to demonstrate commitment	Attendance at events	Students enjoy their learning, rarely miss a day at school and parents are provided with effective information
Everyone feels special and belongs	Staff and students feel valued, and part of the team	Work of staff and students celebrated, and opinions sought	
Buzz	Sharing successes – talking about learning, progress regularly	Students/staff are actively speaking about success and new ideas. Raise the profile of the school's achievements in school and wider community	Students enjoy their lessons and are active in the community

Positive peer pressure	Recognising the positives rather than the negatives. Students lead on challenging others	Development of role of students and building their self-confidence based on the values of the Academy	Students have impeccable conduct, can explain how to stay safe and are equipped to be active citizens
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