

PP Improvement Plan 2017-18

Rationale for this improvement plan

This area is a key priority for the Academy as the outcomes for this group of learners has not been good enough and this is something we are determined to change. There is the moral purpose as a senior leader to ensure this situation improves through strong Leadership This improvement plan is based on evidence such as achievement and progress data and T&L quality assurance (historic and current) to ensure that we are informed fully and that we will achieve a long lasting impact for our PP outcomes.

The key priorities are:

1. **Improve the outcomes for all PP learners.**
2. **Empower the middle leadership team (including progress leaders) to ensure that there is ownership and accountability at all levels of leadership to lead to the highest possible outcomes for PP students.**
3. **A strategic response to the data by linking this to quality first wave teaching.**
4. **PP students to be a focus in all classrooms for every teacher to plan and deliver high quality lessons.**
5. **Track the spending of PP monies to ensure impact and value for money.**

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<p>Ensure a continuous programme of monitoring and evaluation is in place to track the progress of PP students in all year groups / subjects.</p> <p>PP student's welfare and wellbeing is supported to ensure they improve their outcomes.</p>	<p>MJJ PL SLT (links)</p>	<p>In depth analysis of data after each data drop to identify key trends so that there is a clear identification of vulnerable groups progress and to focus on these across the academy.</p> <p>Montsaye Academy data team to provide MJJ and progress leaders with information to identify PP student's achievement / progress profiles against target grades for each year group by gender, ability, subject and attendance. For each year group a summary of the key findings identified by the data team to be presented to MJJ / Progress leaders who are the students we</p>	<p>Data tracking and monitoring systems to support outcomes</p> <p>SLT to be allocated specific PP students to monitor and reflect on</p>	<p>SISRA£1097.80 (0.52%)</p> <p>Go4Schools £1673.76 (0.79%)</p> <p>CAT 4 testing (0.39%)</p> <p>£18,603.76 (8.75%)</p>	<p>Within 7 working days of each data drop point. Actions to be updated on PL action plans and RSL meeting focus.</p>	<p>Sharper focus on PP students in all year groups.</p> <p>Specifically where the data team have highlighted particular areas of concerns from the data to include :</p> <p>Ability groups Subjects Gender FSM</p>	

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		<p>need to intervene with and what patterns (if any) have been identified.</p> <p>Student wellbeing / welfare:</p> <p>To provide support to enable disadvantaged students to be successful and have similar opportunities to non-disadvantaged students.</p> <p>An appropriate curriculum and alternative provision (where applicable) is provided for disadvantaged students.</p>	<p>Progress, attendance and attainment</p> <p>Admin & Data staff time allocated to production of PP reports, contact with parents, following interventions, supplying departments with additional support requirements.</p> <p>Progress Leaders time to focus on PP students and monitor individuals for progress, attendance and behaviour</p> <p>Attendance officer - now a full time position, allowing more time to assess</p>	<p>£12,339 (5.81%)</p> <p>£55,207.68 (25.98%)</p> <p>£3500 (1.65%)</p>		<p>Gap closing and students making progress at least in line with national and (MA) non PP.</p> <p>Action plan for intervention written for the next round of interventions. QA and data to influence action planning.</p> <p>All staff informed re PP students and progress. Target students and how best to support these students.</p>	

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			data on key focus groups throughout the academy	£5670 (2.67%)			
			Student welfare – breakfast club				
			Funding to enable PP students the opportunity to go on school trips.	£1930 (0.91%)			
			Peri music funding – PP student opportunities	£7980.00 (3.76%)			
			Supporting vulnerable PP students wider welfare- Pastoral support mentors	£17,005.96 (8%)			
			Uniform costs for PP students	£605.72 (0.29%)			
			Progress schools – to				

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			provide bespoke education (off site) provision for PP learners	£12,000 (5.56%)			
			REAL programme-alterative provision for PP student(s)	£3800 (1.79%)			
			Bespoke education plan for PP student through Hospital and Outreach	£4378.36 (2.06%)			
			Taxi cost to allow village PP students to attend revision classes	£1064(0.5%)			
			Y6-7 Transition work for PP students through the summer school	£1890 (0.89%)			

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			Careers and work experience opportunities for PP learners	£3756 (1.77%)			
		MJJ/ progress leaders to brief staff regarding key students in each year group so that all staff are aware of who these students are and what staff need to be doing to support them in lessons. SLT to reinforce this through line management meetings.	As above linked to / SLT Progress Leaders / data and admin team costs CDP in school priority areas (questioning / differentiation / challenge to support PP students	£2000 (0.94%)			
Training / coaching / supporting ML to become strategic leadership team with the aim of improving the outcomes for PP students	PL/ MJJ	Progress Leaders and MJJ to action plan for each year group the specific PP interventions needed to support improving outcome from the issues identified from the data. This will be dependent on PP profile of each year group through data analysis. MJJ to share the vision and structures for the ML to lead on this work. Training to	As above linked to / SLT Progress Leaders / data and admin team costs		Academies QA timeline from academic calendar	Improvement in the quality and consistency of the T&L experience PP student receive. Year group action plans are evaluated after each data drop	

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		<p>support MLT observing lessons, moderate standards. Paired observations.</p> <p>Progress leaders have a bespoke action plan for their year group which identifies priorities and risk factors based on data analysis.</p> <p>MJJ to continue to use RSL meetings to monitor and review PP students achievement / progress at a subject level. Use of Go for Schools to identify gap analysis by subject of PP / non-PP for each year group. Progress leaders to work with key PP student in their year who need further support and strategies to improve outcomes as identified by the data team. These will be PP students underachieving across a range of subjects.</p>					
T&L / CPD to focus on ensuring staff have the 'tools' to support the delivery of good / outstanding lessons – High quality first wave teaching for all students. Including a focus on literacy and numeracy. Focus on sharing best practice through Middle leaders meetings /		MJJ and progress leaders to work with MLT to ensure quality assurance of the PP interventions – lesson observations / book monitoring / pupil shadowing/ student voice, line management meetings. SLT/ MLT to monitor PP students work and progress in lessons through the Academies normal QA processes – including reports to the trust board / SIB.	<p>CPD cost as above.</p> <p>SAM learning – targeted intervention groups</p> <p>Access to GCSE pod for PP students</p>	<p>£288 (0.14%)</p> <p>£1653.70 (0.78%)</p>		<p>Progress leader feedback to staff / HoD / SLT on the quality of first wave teaching.</p> <p>Support / training is identified and delivered where needed to ensure high quality T&L.</p>	

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departmental training time.		<p>Areas of focus should be book monitoring / lesson observations, comparisons with non PP</p> <p>Departmental resources to support quality first wave teaching.</p> <p>PL to run MLT meetings with specific focus on their year group.</p>	<p>Departmental revision guides / text books / study skills books</p> <p>TLR's specific to Literacy & Numeracy, two members of staff allocated to improving standards within the key focus groups</p> <p>Additional support for PP students and their literacy needs</p> <p>Literacy support – rapid reader programme</p> <p>One TA costs to replace the two learning mentors we had previously, to specifically support PP</p>	<p>£4100 (1.93)</p> <p>£3551.20 (1.67%)</p> <p>£4900 (2.31%)</p> <p>£1880 (0.88%)</p> <p>£11,995 (5.64%)</p>		RI teachers improving their practice to good.	

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			students in lessons				
PP money is spent strategically throughout the academy to support to the outcomes and educational opportunities of disadvantaged students.	MJJ/ ELG	<p>MJJ and ELG prioritise the spending on essential resources to support outcomes for students and that these resources are made available as appropriate to the disadvantaged students.</p> <p>MJJ to analyse outcomes data from across the academy to prioritise where key gaps are and ensure money is spent to support these areas.</p> <p>The resources that the fund is spent on to include :</p> <ul style="list-style-type: none"> • Human resources to support individuals / small / large groups and whole cohorts. (TA, PL, Teachers / SLT , Attendance officer/ Admin support) • ICT resources to support learning at home and school • Data systems to support analysis of progress of PP students at whole school level • Learning resources in the classroom and at home (revision guides / text books/ electronic book licenses, Library) • Off site provision for specific learners • Literacy / Numeracy initiatives (DEAR / Rapid reader) • Financial support for educational trips / equipment / fieldwork 	As above linked to / SLT Progress Leaders / data and admin team costs		<p>PP priorities spend to be planned for when the money is allocated in June/ July</p> <p>All key stakeholder to be involved in the planning of the provision and allocation of spend</p> <p>Evaluation of impact of previous years spend by term 6 of 2018</p>	<p>Narrowing of the progress and achievement gap for disadvantaged students</p> <p>Wider educational opportunities provided or subsidised for disadvantaged students</p> <p>To support the welfare and wellbeing of disadvantaged students.</p>	

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		<ul style="list-style-type: none"> Careers advice / work experience to improve aspirations and attendance 					