

St John Paul II Multi-Academy Company

Development Plan - from 2016



Bishop Walsh
Catholic School



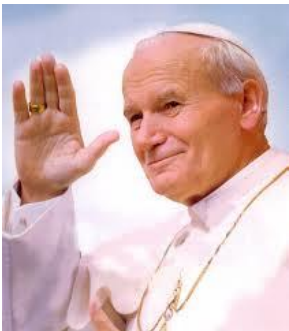
Holy Cross
Catholic Primary School



St Joseph's
Catholic Primary School



St Nicholas
Catholic Primary School



**“Do not be afraid. Do not be satisfied with mediocrity. Put out into
the deep and let down your nets for a catch.”**

St John Paul II



Key Priorities 2016-17

1. To review and rationalise medium term staffing structures across the SJPIIMA in order to create better provision
2. To develop SJPII MAC sustainability to develop outreach opportunities for the wider Catholic Community.
3. To promote the Catholic Life of St John Paul II MAC
4. To improve Standards, Achievement and the Quality of Teaching, Learning and Assessment
5. To promote Pupils' Personal Development, Behaviour and Welfare



Key Priority 1: To review and rationalise medium term staffing structures across the SJPIIMA in order to create better provision

Impact on outcomes for children by the end of 2017:

- Provisional medium staffing plan produced to ensure value for money
- Better provision for all pupils as plan promotes most effective use of resources

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
SJPIIMA Medium Term Staffing Plan ratified by BofD and timeline clear for realising objectives	<p>a. Draft Staffing Plan for one area discussed.</p> <p>b. Staffing plan published with an approximate timeline for delivery.</p> <p>c. Staffing plan approved by Board of Directors</p> <p>d. Implementation of phase 1</p> <p>e. Phase 2 to be planned</p>	<p>a and b. Staffing Committee</p> <p>c. All Board of Directors</p> <p>All - Entrust HR consultancy support.</p>	<p>a Spring 2016</p> <p>b Spring Term 2017</p> <p>c. May 2017</p> <p>d. July 2017</p> <p>September 2017</p>	<p>Directors meeting time.</p>	<p>Staffing committee to report back to Board</p> <p>Board of Directors Meetings.</p>	<p>Better provision for pupils enabling human resources to be focused on learning. Financial savings will free budget areas for provision for all SJPIIMA pupils. It is envisaged that the medium term staffing plan will follow the pattern of the shared ICT multi-academy provision. The areas for multi-academy staffing to comprise</p> <p>i) Finance and Office</p> <p>ii) Premises</p> <p>iii) Staff who assist learning</p> <p>iv) Teachers</p> <p>v) Principals</p>



Key Priority 2: To develop expansion and sustainability of the SJPII MAC.

Impact on outcomes for children by the end of 2017:

- Provisional medium staffing plan produced to ensure value for money
- Better provision for all pupils as plan promotes most effective use of resources

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
To begin discussions with potential partner schools.	Arrange briefings with partner schools.	Board/principals	Oct 2016	Director meeting time.	Report to Board.	Greater opportunities for MAC wide staff expertise to be shared for the benefit of all pupil groups
	Create a working group of Directors to initiate.	board	Dec 2016			
	Appoint a project manager to coordinate the process.	Principals	Jan 2017			
	Create a road map with timelines and costings for academy expansion.		Dec 2016			
Create a business plan for academy conversion/ expansion process	Develop a package of training/ briefings to give an overview of conversion process. Provide package of consultancy/ bespoke support to schools during	ME	Nov 2016	Teaching school funding. ME/ key staff	Principals to monitor progress of actions.	

	<p>the conversion process.</p> <p>Identify key personnel to deliver consultancy/ training for:</p> <p><i>Governance</i></p> <p><i>School leadership</i></p> <p><i>Collaboration and teaching and learning.</i></p> <p><i>Finance, premises and HR</i></p>	ME	Nov 2016	release time	Board to approve package.	



Key Priority 3: To promote the Catholic Life of St John Paul II MAC

Impact on outcomes for children by the end of 2017:

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
Develop a multi academy mission statement	<ul style="list-style-type: none"> • Exploring ways to work across MAC - pupil questionnaires/discussion group • Plan opportunities for cross academy activities • Outside speakers to visit schools to discuss their mission in life 	<p>Principals/RE Leaders (All staff)</p> <p>Chaplaincy team Subject leaders Pupils from BW? Support from RE advisor (Maggie Duggan/Yvonne Brennan?)</p>	By Jul 2017	<ul style="list-style-type: none"> • Planning time at both school and MAC level • Cost of time from RE advisors • Staff Meeting time • Agenda items at committee of Principals and BOD meetings 	<ul style="list-style-type: none"> • Pupil questionnaires /feedback • Feedback to Academy committees and BOD • Quality of pupil led collective worship (monitoring) 	<ul style="list-style-type: none"> • Pupil voice - contribution to decisions regarding faith life of JPIIMAC • Pupils planning appropriate collective worship for peers • Children have clear understanding of identity of JPIIMAC through agreed slogan/mission known and understood by all • Positive contribution to

						<p>life of Parish</p> <ul style="list-style-type: none"> • Greater understanding of what it means to follow Christ and as a British citizen
<p>Transition and Leadership of Catholic Life</p>	<ul style="list-style-type: none"> • Activities to promote the faith life of the JPIIMAC e.g. prayer partners as part of transition - a Year 7 child partnered with Y6 child with an opportunity to meet before September. 	<p>Pupils from BW? Support from RE advisor (Maggie Duggan/Yvonne Brennan?)</p>	<p>July 2017</p>	<ul style="list-style-type: none"> • Meeting time • Time for schools to liaise and students to meet 	<ul style="list-style-type: none"> • Feedback from students at BW and Primaries • 	<ul style="list-style-type: none"> • Children have clear understanding of identity of JPIIMAC through agreed slogan/mission known and understood by all • Positive contribution to life of Parish • Positive contribution to society through agreed charity project(s)

<p>Further develop/embed appreciation that we live in a diverse Society</p>	<ul style="list-style-type: none"> • Opportunities for questioning and discussing similarities and differences between different cultures and faiths • Visits to other places of worship • Themed/cross curricular week planned to explore different themes of different cultures and faiths • More opportunities to work with other schools promote fundamental British Values as part of SMSVC in the MAC 	<p>Principals and Subject leaders</p>	<p>From Jan 2017</p> <p>From Jan 17</p>	<ul style="list-style-type: none"> • Staff Meeting time • Cost of trips and outside speakers • Any necessary artefacts /class resources • Agenda items at committee of Principals and BOD meetings 	<ul style="list-style-type: none"> • Monitoring of teaching sessions by Senior Leaders • Feedback from pupils and visitors 	<ul style="list-style-type: none"> • Better understanding and appreciation of the diverse society we live in through deeper knowledge of other faiths and cultures
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Key Priority 4: To improve standards, achievement and quality of Teaching, Learning and Assessment

Impact on outcomes for children by the end of 2017:

- All schools will have a wider bank of resources for all areas.
- A common approach will stretch and challenge the children in reasoning for Maths and reading development
- To close gap between the attainment of girls and boys in Maths.

Target	Actions	Personnel	Timescale	Costs/resources	Monitoring/evaluation	Impact on outcomes for children
To improve standards in Maths across the MAC.	<p>Coordinators to meet and set up Google Drive for all staff to access.</p> <p>Share resources between all schools on the Google Drive.</p> <p>Coordinators to meet once a term to assess developments.</p>	<p>L. Bland K. Fung K. Crowley I. Reid</p> <p>(Maths Leader)</p>	<p>Allocated dates for observation of each other across the academic year</p> <p>Meeting time each term</p>	<p>Cover costs as applicable IT team to sort</p>	<p>Feedback to each other.</p> <p>Feedback to VP.</p> <p>Monitor the use of Google drive.</p> <p>Impact on data.</p>	
To develop transition in reading into Year	<p>Common reading project to be delivered to Year 6 post SATs.</p> <p>Head of KS3 English to train/guide Y6 teachers</p>	<p>Head of KS3 English at BWS Y6 teachers at HC, StJ, StN</p>	<p>Coverage in Summer term for Y6</p> <p>Training during Spring term - Y6 staff/all staff?</p>	<p>Cover of staff</p>	<p>Feedback from Y6 teachers.</p> <p>Pupil feedback on their understanding of reading texts.</p>	

	with question strategies and suitable texts.					
All schools collaborate and adopt best practice of delivery of spelling.	<p>Frequent, short spelling lessons across all year groups.</p> <p>English leaders within academy to monitor spellings.</p> <p>Provision of resources to teach spellings.</p>	<p>English Coordinators</p> <p>H.Cross N. Hill L. Stephens/ W. Green M. Rose</p>	Autumn 2016-2017	<p>Spelling resources</p> <p>Staff monitoring time</p>	<p>Feedback to staff</p> <p>Review impact of new strategies.</p>	
To improve the quality and presentation of handwriting	<p>Introduction of cursive in all primary schools.</p> <p>To have high expectations of presentation in all books in each school.</p> <p>Staff from BWS to observe cursive handwriting.</p>	<p>HK and teachers in primary schools.</p> <p>All staff.</p> <p>English leaders in school.</p>	Autumn 2016-2017	<p>Letter join - fee.</p> <p>Monitoring time for English leaders.</p>	<p>Improved presentation across all curriculum subjects.</p> <p>Monitor books to evaluate the impact across all schools.</p>	

					practice	
To further children's understanding of British values through the teaching of Catholic Virtues.	<ol style="list-style-type: none"> 1. Schools to implement Diocesan programme for Catholic Virtues 2. Staff/ children to share ideas/ work on Catholic virtues. 		<p>July 2017</p> <p>July 2017</p>	<p>Staff</p> <p>INSET/</p> <p>collaboration</p>	<p>RE coordinators/</p> <p>SLT</p>	Catholic Virtues will be understood and lived out in the school.
To improve Safeguarding CPD across the academy.	<ol style="list-style-type: none"> 1. Share S175 audits and identify/ coordinate training needs across the academy. 2. S128 checks for Directors 3. Develop greater understanding of diversity in the Catholic context in relation to the protected characteristics of the Equality Act. 	DSLs	Spring 2017	Meeting time for DSLs	DSLs	There will be a clear programme or CPD in Safeguarding so vulnerable children will be better supported in our schools.

Future begins today,
not tomorrow.
John Paul II

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