

Thomas Telford Multi-Academy Trust



Development Plan 2018-19

Key Strategic Targets

Growth	Action	Timescale	Responsibility
To incorporate 2-3 Telford based primary schools into TTMAT by September 2019	Discussion with Redhill to Identify and meet with prospective Heads/GB's Carry out due diligence	Immediate – transfers to be complete by July 2019	KJS/SST/MMD
To fully explore the issues surrounding Thomas Telford School joining TTMAT during the academic year 2018/19	Further clarification of issues with DfE.	Immediate – transfer to be complete at earliest opportunity	KJS/SST/MMD
To keep an open dialogue with other educational establishments that might provide additional capacity or with strategic importance to TTMAT	Continue work with the WMUTC, further developing our current supportive arrangement Consider educational partners that might add value to TTMAT. Meet with prospective Heads/GB's	Summer 2019	KJS/SST
Standards			
To provide support, guidance and advice in helping the four academies achieve their strategic priorities, namely;			
(For specific details for each Academy please refer to Annex A)			
<ul style="list-style-type: none"> Deployment of additional staff across schools to ensure specialist subject staff are always available and to support improvements in specific subjects 	Identify areas of staffing that are vulnerable Ensure communication across the schools is effective Encourage additional recruitment strategies to enable effective staff sharing	Throughout the year	Heads/SST

<ul style="list-style-type: none"> • Provide opportunities for collaboration and facilitate cross moderation and external support for target subjects 	<p>Communication between schools where support is requested</p> <p>Organise external support when requested</p>	Throughout the year	Heads/SST
<ul style="list-style-type: none"> • To facilitate departmental reviews where required 	Support schools in organising reviews as needed	Throughout the year	Heads/SST
<ul style="list-style-type: none"> • Ensure that best practice with supporting disadvantaged students is shared and implemented across TTMAT 	Disseminate best practice to help close the gap at Sandwell	Collaborative session in Summer term and earlier if requested	Heads/SST
<ul style="list-style-type: none"> • Develop collaborative strategies to tackle the gender divide 	Disseminate best practice to help close the gap between boys and girls at Madeley and Sandwell	Collaborative session in Summer term and earlier if requested	Heads/SST
<ul style="list-style-type: none"> • Further develop high ability mentoring programmes to identify and tackle barriers to achievement 	Disseminate best practice at TTS to help improve high ability performance at Madeley, Walsall and Sandwell	Collaborative session in Summer term and earlier if requested	Heads/SST
<ul style="list-style-type: none"> • Provide opportunities for collaboration on strategies for improving literacy levels, especially utilising Redhill Primary expertise 	Disseminate best practice amongst key personnel across each Academy	Collaborative session in Summer term and earlier if requested	Heads/SST
<ul style="list-style-type: none"> • Predicted Outcomes 	Monitor predicted outcomes and provide support to vulnerable subject areas including English at Walsall, Maths at Madeley and Food and Nutrition, Geography, Computer Science and Spanish	Throughout the year	Heads
<ul style="list-style-type: none"> • Improve Sixth Form Performance at best 3 A levels and average vocational grade 	Each individual Academy to monitor predicted outcomes and organise support where required	Throughout the year	Heads

<ul style="list-style-type: none"> Achieve a gradual upward trend in progress 8 and Eng/Ma 4/9 and 5/9 	Each individual Academy to monitor progress during the year and develop intervention strategies to secure the incremental improvements required	Throughout the year	Heads
<ul style="list-style-type: none"> Provide opportunities for Redhill Primary students to benefit from the facilities and staff expertise within TTMAT secondary Academy's 	Set up booster and master classes in numeracy and literacy Swimming and sporting facilities available for PE sessions and fixtures	Throughout the year	CL/SST
Safeguarding			
To conduct an annual safeguarding audit and visit for each academy, providing additional support guidance and challenge as necessary	Draw up programme of visits, carry out the visits and prepare reports for LGB's and TTMAT Board	January 2019	CHJ/SST
To provide the TTMAT Board with regular reports in relation to safeguarding matters	To present reports at TTMAT Board meetings	February 2019/July 2019	SST/KJS
Finance			
To improve financial reporting to ensure a termly Management Account Reports and Balance Sheets for all academies are produced in a consistent format	Routines and reporting arrangements implemented and in action Seek to appoint a Financial Controller	Throughout the year January 2019	SCT SCT/KJS
To implement ESFA requirements to provide Trustees with six financial reports each year and the Chair with a report each month	New routines implemented and seek to appoint a Financial Controller	Monthly/Bi-Monthly Reports throughout the year	SCT
To exploit potential economies of scale across the academies to ensure best value is achieved with the cost of services and products	Draw up collective contracts where appropriate	Throughout the year	SCT
Access additional funding when threshold number of schools/students are included in TTMAT	Liaise with the ESFA to ensure funds are allocated where appropriate	As soon as next School joins TTMAT	SCT
Funds for TTMAT board use	Explore funding opportunities available	Continuous	KJS/SCT
ICT			

To develop the common management information system to provide timely and consistent performance data for LGB's and the TTMAT board to assess performance	Bromcom and Madeley Academy to complete software project and introduce common system to all schools	December 2018	Heads/SST
To further explore a common strategies for the deployment of ICT systems and equipment to keep TTMAT schools at the cutting edge of educational technology whilst ensuring best value for money	All schools regularly meet to discuss opportunities and future strategy	Continuous	Heads/Directors of ICT/KJS/SST
Human Resources			
To further develop a clear strategy for succession management at leadership level	Senior staff and developing middle leaders to be identified and suitable training and opportunities to be arranged as appropriate	Spring 2019	Heads/KJS/SST
To support LGB's with maintaining a balanced and well trained team with relevant Governor training opportunities provided where necessary	Annual GB skills audits to be organised Additional Governor expertise identified Appropriate training provided as needed	Throughout the year	MMD/KJS/LGB's
To develop recruitment strategies across the academies to support the training and recruitment of the best teaching staff possible, especially in core subjects	Further develop role of WMC Further develop the use of collective recruitment strategies via the TTMAT website	Spring 2019	SST/Heads
Public Relations			
To ensure TTMAT is familiar to key stakeholders across all academies via a dedicated website presence and effective communication	Ensure the TTMAT website is current and compliant Communicate benefit of TTMAT to relevant stakeholders via Heads Consider opportunities to engage with staff across all the schools	Throughout the year	SST/Heads

