

esteem

Multi-Academy Trust

Stronger Together...

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School Improvement & Professional Learning Strategy 2022/23





OUR VISION IS TO BE A TRUST THAT

- Leads and supports our academies to provide the highest standards of education and development for all our pupils
- Enables academies with a shared sense of purpose to benefit from alignment whilst maintaining individuality
- Provides a strong, collective voice for our academies at a local and national level
- Delivers support and SEND expertise to our academies and to other schools and local authorities

The School Improvement Offer (SI)

- Our accountability strand - ensuring that the judgements of each Headteacher and their leadership teams are reviewed, challenged and ultimately validated.

The Professional Learning Opportunities (PLO)

- Our development strand - ensuring that each academy has the right support package to make rapid and precise progress towards the next Ofsted judgement. An ambition to provide all staff within the trust the highest quality development to aid future leader retention.



OUR MISSION IS TO ENSURE

- The goal is for every teacher and member of staff in every classroom is to be as good as they can be in what they teach (curriculum) and how they teach it (pedagogy).
- We mobilise every teacher and member of staff with the best evidence from research at every tier.
- Improvement is continuous as there is no improvement for pupils without enhancing teaching, and no improvement in teaching without the best professional development for teachers.
- Strong structures can enable strong practice to exist in all Esteem schools and this requires strong and informed leadership.



In accordance with our values, we will support Headteachers to:

- Develop outstanding leaders
- Develop outstanding teaching and teachers
- Ensure outstanding progress for our young people
- Engage in curriculum innovation
- Focus on our students' ultimate destinations and how they can get there Beyond Esteem
- Have educational excellence delivered with respect, kindness, compassion and a deep understanding of individual need
- Develop a community of thinkers, communicators, readers, and writers amongst pupils, students, and staff
- Have a culture of independent decision making in accordance with the context of each individual school



BY DOING

- Precise self-evaluation
- Thorough improvement planning
- Rigorous performance management (PM) and accountability
- Excellent professional development and opportunities for all staff and governors
- Recognising our staff as experts and utilising that expertise to improve
- Growing leaders at all levels, releasing leadership potential into the trust
- Spotting, training, and retaining our current and future leaders
- Bespoke support and training



Strategic Objectives:

- Develop and support Headteacher and Leadership Team accountability for academy performance (accountability strand)
- Develop and implement a growth strategy that brings new schools in to the Trust that are values matches and can enhance our offer as a Trust (accountability strand)
- Offer high quality training and development to Trust academies and local partners (development strand)
- Be the local and regional solution for AP (accountability and development strand)
- Grow and retain leaders who know how to lead and ensure that leaders equip staff to teach all students whatever their needs (development strand)
- Support our young people and their families to have an ambitious destination (development strand)



THE ESTEEM MAT 4-STRAND SCHOOL IMPROVEMENT MODEL

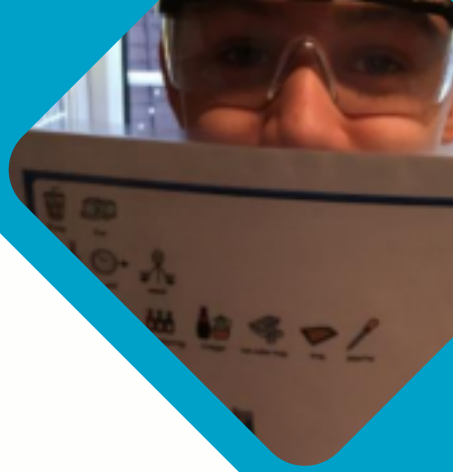


- Compliance – All schools designated as not yet ‘Good’, declining standards to ‘RI’, ‘RI’ or where systemic concerns are identified. Focus is on school improvement and ensuring that a good level of provision for pupils is achieved. There is insufficient capacity to improve the academy without direct support.
- Assurance 1 – All schools designated as ‘RI’ with improving standards but not yet ‘Good’ or declining standards within ‘Good’. Leadership may lack capacity and or resilience and there may be a lack of pace and rapidity of improvement. There is capacity to improve the academy with support.
- Assurance 2 – All schools designated as ‘Good’ or declining standards from ‘Outstanding’. There is capacity to improve own school and some capacity to improve other Academies. These schools are able to add capacity to the SI offer based on need and priorities.
- Innovation – All schools evidenced as ‘Outstanding’ or strongly ‘Good’ with a trajectory to ‘Outstanding’. There is a strongly embedded culture of research informed practise and with identified capacity to support SI across the Trust. These schools are capacity givers.

School Improvement and Expert Team support:

- Compliance – 30+ days per year
- Assurance 1 – 18 days per year
- Assurance 2 – 9 days per year
- Innovation – 8 days per year





SCHOOL IMPROVEMENT DEVELOPMENT:

Joint QA visits 1/2 & 3

Headteacher Performance Management

Safeguarding support & DSL supervision

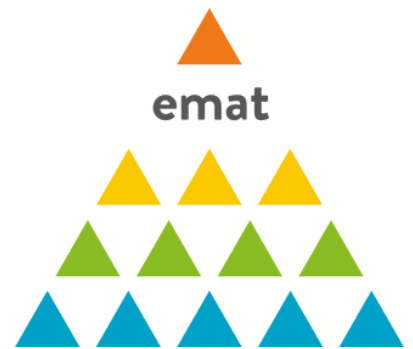
Ofsted preparation and readiness

Head Teacher SI partnerships

New and recent to Headship induction

Executive coaching

Bespoke support



PROFESSIONAL LEARNING & DEVELOPMENT:

Executive Team Learning Community

Expert Team Development & Deployment

Outstanding Senior/Middle Leader CPD

Outstanding Business Leader CPD

Outstanding Governance CPD

The Research Fellowship

Safeguarding, Early Help and DSL CPD

Learning Communities CPD





We will support and challenge our academies through alignment, not standardisation to become outstanding schools that enable our pupils to have a positive experience of learning and achieve positive outcomes.

Contact Us

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