



## ADMAT School Improvement – Summary Overview

The MAT offer will be supported by a MAT wide School Improvement pedagogy – “Visible Learning” (delivered in collaboration with Osiris Education) from September 2016.

The An Daras Multi Academy Trust exists to allow schools to nurture and maintain their ethos. This summary overview provides a basic guide to the operational school improvement strategy of the MAT for its family of partner schools. Schools that require additional support will have access to a wide range of school improvement resources, approaches and strategies to ensure outcomes for pupils improve.

### School Improvement Strategy:

We will start by getting to know our local partner schools. This will include data analysis, looking at all documentation including Raise online and OFSTED reports and undertaking an in school audit of provision. This will be an integrated approach that will be done alongside the school, taking full account of their own self-evaluation and highlighted priorities. We will also establish the schools own areas of strength and any strength that can be shared across ADMAT, particularly specific skills of staff within the school.

For some schools coming into the Trust we will already have provided a range of school improvement services which have already demonstrated positive impact.

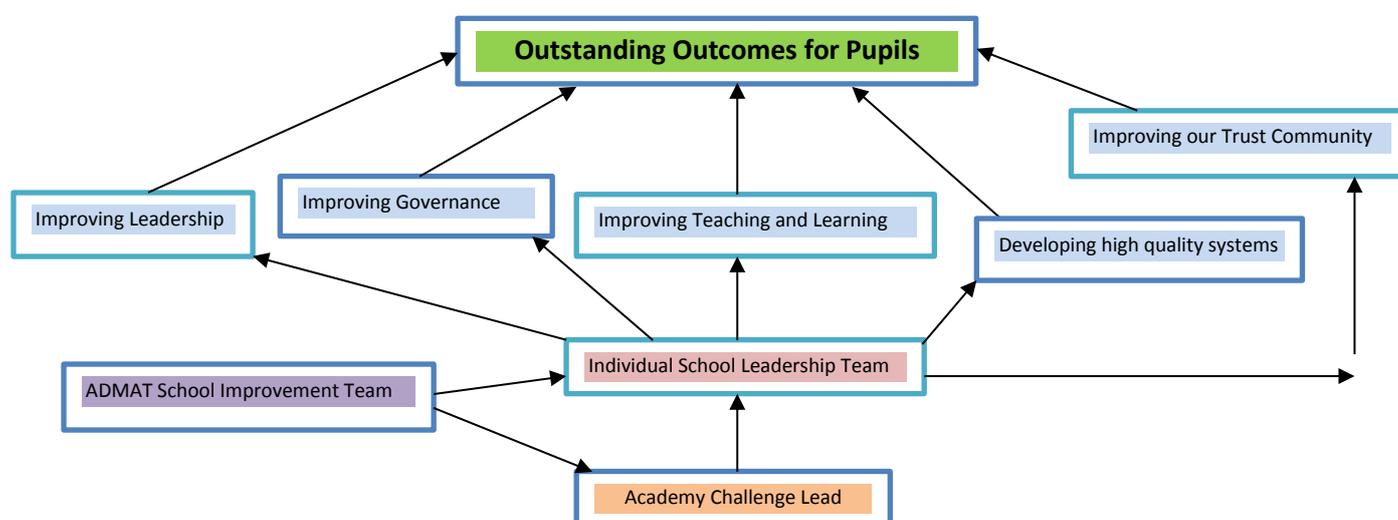
### Academy Challenge Partner:

A challenge lead professional (Academy Improvement Officer) will be allocated who will be responsible for quality assuring any support given to the school. They will facilitate further development within the school and engage the school in delivering school to school support. This will provide excellent leadership development opportunities for key personnel. Links will be developed and quality CPD organised. This partnership work is fundamental to our ethos as a Multi Academy Trust.

Our challenge lead professional will be responsible for monitoring and evaluating the support offered to schools as well as the performance of the schools themselves. This will be reported to the Local Governing Bodies and the Trust Board regularly through our extensive MAT reporting and analysis systems.

### ADMAT School Improvement Process Map:

Diagram 1



## **Operational School Improvement Processes**

**The Trust will - working in close partnership with the individual school - commission/arrange an annual coherent package for school improvement which:**

- Is tailored and flexible to each individual school and is in response to 'rich' contextual understanding of the challenges faced
- Brings about rapid improvement and builds capacity
- Provides a challenge lead professional
- Is recognised as good practice
- Draws upon research and is supported by an evidence base
- Takes account of effective adult learning and motivational theories
- Is provided by quality assured professionals who respect and build capacity and confidence
- Ensures high quality CPD is provided to all members of school staff
- Maximises the use of school to school support to improve outcomes
- Articulates high expectations of teachers and learners
- Quality assures the impact of school improvement over the year through the challenge lead professional
- Delivers sustained growth and internal leadership development

**The team of education professionals, led by the CEO/Executive Head teacher of the MAT, currently comprises:**

- Externally verified outstanding school leaders
- Externally verified outstanding school based practitioners
- External consultant partners bringing specific areas of expertise
- Experts in data analysis and systems leadership
- Direct school to school support organised through the MAT Senior Leadership team structure
- Externally verified moderators
- Access to MAT to MAT support for specific support needs

## **Impact of School Improvement Operations on ADMAT Outcomes:**

- Our schools will be judged as good or outstanding within 2 years of joining the MAT.
- All teaching will be good or better.
- Progress and attainment will exceed floor targets and will be comparable with best pupil progress and attainment.
- Our schools will demonstrate good leadership including governance and this inspirational leadership will be shared across all schools.
- Our schools will be able to accurately self-evaluate and will have a culture of continuous improvement and high aspiration.
- Good CPD will mean that our schools attract and retain the very best teachers.

W. Hermon

CEO – Nov 15

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Multi Academy Trust

