



WILLOUGHBY  
A PRIORY ACADEMY

# Willoughby Academy Development Plan 2021-2023



THE  
**PRIORY**  
FEDERATION  
OF ACADEMIES TRUST

# Introduction

The Trust's Maximising Programmes form the structure of the Willoughby SEF and the resulting ADP. The maximising statements:

1. **Maximising Performance:** Custodians of the Trust are aligned in approach, effective in decision making, and work in the best interests of our pupils.
2. **Maximising Effectiveness:** Colleagues feel valued, access quality development opportunities, and consider the Trust as an employer of first choice.
3. **Maximising Learning:** Colleagues and pupils benefit from teaching, learning, and assessment frameworks that are used consistently, developed from best practice research, and provide powerful experiences across the curriculum.
4. **Maximising Values:** Pupils feel valued, make meaningful contributions, and become true citizens of the world.
5. **Maximising Achievement:** We all become more passionate, more courageous, more generous, more curious, and a little wiser.

The Trust's Education and Standards Committee monitors and evaluates the progress of the ADP:

- The ADP priorities are listed below. They are derived from the Trust and Academy SEFs.
- The priorities are recorded underneath each maximising statement and RAG rated systematically.
- RAG: Green: milestones met and on target, Amber: not all milestones currently met, but objectives will be achieved; Red: milestones not being met and general concern that objectives will not be met without significant change.
- If the RAG rating is R (Red) an exceptions report is produced.
- The detailed target setting and monitoring for each priority is recorded in a Terms of Reference saved in SharePoint.
- A summary of progress is provided by the HT within the Academy Profile Report.

## Academy Development Plan: Overall Objectives and Priorities.

Max	Overall objective	Strategy Lead	RAG per module						
			1	2	3	4	5	6	
<b>M</b>	<b>Statement and Priorities for each Maximising Programme.</b>								
<b>MP</b>	<b>Custodians of the Trust are aligned in approach, effective in decision making, and work in the best interests of our pupils:</b>								
	L1: Undergo a rigorous external QA review, in all aspects of provision.	JHu	Green	Green	Green	Green			
	L2.2: Recruit staff to Willoughby in line with the growing pupil population, specifically adding capacity to the Leadership and Management of the academy.	JHu	Yellow	Green	Green	Green			
	L2.2: Evolve the Pastoral Care team to meet the diverse needs of our growing pupil cohort.	NPr	Yellow	*	Green	Green			
	L7i: Review the structure of the LGB meetings to ensure that the academy provides accurate and timely data for appropriate professional challenge.	JHu	Green	Green	Green	Green			
	L8: Implement the Trust digital Appraisal programme to ensure that staff are developed appropriately and feel valued.	JHu	Green	Green	Green	Green			
<b>ME</b>	<b>Colleagues feel valued, access quality development opportunities, and consider the Trust as an employer of first choice:</b>								
	L2ii: Implement the ECF to ensure that staff progress successfully to the next stage of their careers	VBi & GRi	Green	Green	Green	Green			
	L5i: Conduct the Trust Wellbeing questionnaire, identify areas for development, and feedback to staff using a 'You Said, We Did' approach.	HHu	Yellow	Yellow	Yellow	Yellow			
	L5ii: Identify best practice pedagogic and professional coaching opportunities for staff to improve performance.	DTe & NHi	Yellow	Green	Green	Green			
<b>ML</b>	<b>Colleagues and pupils benefit from teaching, learning, and wellbeing frameworks that are used consistently, developed from best practice research, and provide powerful experiences across the curriculum:</b>								
	L2i: Using the Trust PD offer, increase expertise in "Language for Learning" and "Values and behaviour" to improve classroom performance.	NHi	Green	Green	Green	Green			
	L7ii: Review QA systems to ensure that the quality of teaching is carefully monitored, and interventions result in improved performance.	VBi	Yellow	Yellow	Yellow	Green			

	In1: Undertake a thorough review of the Curriculum Intent statement and the wider curriculum offer to ensure that they: a) reflect best practice in developing meaningful knowledge and skills	VBi	Yellow	Yellow	Yellow	Yellow		
	In1.1 Refine Curriculum maps and plans to best reflect the impact of external challenges and the expanding pupil cohort.	VBi	Yellow	Yellow	Yellow	Yellow		
	In1.3 Capture the current Cultural Capital available and explored by pupils. Define the CC required by pupils.	VBi	Green	Green	Green	Green		
	In2: Undertake a thorough review of the academy's Remote Learning provision to ensure that best practice is retained.	VBi	Yellow	Yellow	Green	Green		
	Im8: Identify literacy/reading gaps amongst pupils and develop strategies to improve pupil overall performance.	KWi	Yellow	Yellow	Yellow	Green		
	Im8: Further pupils interest in reading.	KWi	Yellow	Green	Green	Green		
<b>MV</b>	<b>Pupils feel valued, make meaningful contributions, and become true citizens of the world:</b>							
	Ba1.2: Capture the current relational wealth that pupils develop at Willoughby. Define the relational wealth requirements for pupils going forward.	NPr	Red	Red	Red	Red		
	Ba2.3: Willoughby pupils and parents to become more familiar with how to address cyber bullying.	NPr	Red	Yellow	Yellow	Yellow		
	Pu1: Introduce/monitor the SRHE curriculum to ensure that it has a positive impact on the wellbeing of pupils and their attitudes to the academy.	VBi & NHi	Green	Green	Green	Green		
	Pu9.1: Willoughby to strive to attain the Gatsby Careers Mark.	VBi & ECo	Green	Green	Green	Green		
<b>MA</b>	<b>We all become more passionate, more courageous, more generous, more curious, and a little wiser:</b>							
	L1.3: Develop and refine the Trust values of <i>wisdom, curiosity, generosity, courage and passion</i> to our context.	JHu	Red	Yellow	Yellow	Yellow		
	L3.2: Further the Willoughby transition programme for all pupils joining and moving on from the Academy.	JHu	Red	Yellow	Yellow	Green		
	L5: Further the Willoughby parental questionnaires, committing to a 'You said, we did' approach.	JHu	Green	Green	Green	Green		

	Ic1: Identify groups of pupils inc SEND, Disadvantaged and Potential NEET to further improve their life chances.	JHu & NHi	■	■	■	■		
	Pu2.2: To update the Academy rewards programme, based on our values.	NPr & KVD	■	■	■	■		