

September

2017



MET Growth Plan

Inspire to Aspire

Responsibility:-

Agreed on:-

Signed:-

To be reviewed:

The benefits of academies and multi academy trusts (MATs)

Evidence from around the world demonstrates that educational performance is improved by giving autonomy for professionals and holding them to account for the outcomes they achieve for young people. Moving control to the frontline - as close to the classroom as possible - is an effective way of improving performance. With this move also comes accountability for achieving results and meeting strict standards of financial and legal propriety. That is exactly what the academy programme does. It gives the best schools and school leaders the ability, money and power to innovate in order to build on their success and spread their reach further for the benefit of a greater number of pupils.

The creation and growth of MATs has seen further benefits in terms of more formal collaboration between schools, both to improve standards and increase financial efficiencies and sustainability. There are, of course, many different and vital forms of partnerships that support school improvement, including teaching school alliances. These can complement and enhance the benefits of MATs, but they are not a substitute for them. When weak schools join MATs it is not just a matter of drawing on the expert support to help them improve, but rather the trust's leaders are responsible and accountable for whether they do, in fact, improve.



Objective 1

Increasing quality of provision from all our schools






Why is it important?

Every school in MET must be on a journey of continual improvement, aspiring for excellence year-on year. The wider Trust will do all it can to ensure that we are enabling and investing in rapid, effective and sustainable school improvement in all our schools.

Success Indicators

Years 1 & 2	Years 2 to 4	Year 5
A MAT School improvement strategy is in place	Strategy connects to all Academies' School Improvement plans 	
Each Academy within the Trust has accurate self-evaluation	We use leaders across our Trust to provide peer view and challenge of self-evaluation and improvement plans.	We will establish a network of external "audit" partners from good and/or outstanding schools to test our capacity to self-asses and plan stretching improvement targets.
Development of KPI Dashboard to track continuous improvement targets	Our MAT will adopt a culture of high expectations using benchmarking and set demanding targets.	We will use shared recording systems and information analytically to measure the impact of interventions, approaches and plans based upon outcomes.
Pupil voice informs practice and School Improvement Planning.	Parents, carers and stakeholders have a strong voice and influence the work of the schools.	Our schools have a strong representation at networks and forums relating to enterprise and employability.
Introduce consistent TA standards across the MAT	We will deploy middle and senior leaders as SLE's and peer support advisors in areas of expertise across the Trust.	All middle leaders will complete NPQML. All senior leaders will complete NPQSL.
Increased participation rates for accredited CPD courses	Increasing Year on Year 	

Which strategies and plans will deliver action?

MET School Improvement Strategy	Medium Term Financial Strategy
<ul style="list-style-type: none">  MAT School Improvement Action Plan  Prevention & Intervention Framework  School Improvement Plans  School Strategic Plan 	<ul style="list-style-type: none">  School 3 year budget plan
Lead Officer(s):	Executive Headteachers Heads of School

Objective 2

Sponsoring and improving schools in need of help & support






Why is it important?

Where a local authority maintained school is judged to be inadequate, it will be served with an Academy Order and must be sponsored by another Multi Academy Trust. MET has "sponsor" status, and therefore we have a responsibility to bring schools into our Trust which requires intervention to enable rapid improvement.

Success Indicators

Years 1 & 2	Years 2 to 4	Year 5
Sponsorship of 1 -2 inadequate schools/ Academies in the local area	Sponsorship of 2 - 3 schools/Academies in the wider sub-region	Sponsorship of 3 - 5 schools/Academies of any type in the wider region
Respond to emergent requests for sponsorship by the RSC and LAs	Work with the RSC and/or LAs and other MATs to identify instances of sponsorship proactively	Work with the RSC and/or LAs other MATS to prevent the need for sponsorship by providing early support an intervention of schools of concern

Which strategies and plans will deliver action?

MET School Improvement Strategy	Medium Term Financial Strategy
<ul style="list-style-type: none">  MAT School Improvement Action Plan  Prevention & Intervention Framework  School Improvement Plans  School Strategic Plan 	<ul style="list-style-type: none">  Protected resource for School Improvement in the MAT budget plan
Lead Officer(s):	CEO Executive Headteachers



Objective 3

Developing new partnerships





Why is it important?

As we mature, developing new "critical" partnerships is essential if we are to succeed in the delivery of the rest of our strategic objectives. New partnership developments include: more schools joining the Trust; developing high-trust relationships with commissioners; strengthening our CPD provision, and establishing formal enterprise links. Co-production provides a range of extended services for children and families ensuring effective use of personalised budgets.

Success Indicators

Years 1 & 2	Years 2 to 4	Year 5
The Trust has established positive relationships RSC.		
The Trust has effective links with one or more Teaching School Alliances. Application for support through our aspiring teaching school fund .	MET Teaching School Alliance application in place	MET (Somers Park) Teaching School in place
MET provides EWO & EP Services to partners through SLA	MET adds Estates and IT Services to all MET Schools. Operations Manager in post	MET extends Estates and IT Services to schools local to MET
The Trust has become a provider of choice for other schools in regard to specific training and CPD provision		
The Trust operates contracts for SIA & NLE provision for all MET Schools	The Trust offers in house NLE provision for all MET Schools and partner schools through SLA	
Academic Excellence Oversight for hub is provided by Executive Headteacher	Academic Excellence Oversight and good practice is identified and shared by hubs Executive Headteachers	Academic Excellence Oversight team provides support to hubs and EHTs
The Trust has formal partnerships with other MATs and schools to enable robust self-assessment and improvement	The Trust has a commissioning model in place which facilitates cutting edge MAT improvement strategies to be developed	The Trust Commissioning model is enabling and evidencing sector leading self-improvement
At least 2 good or outstanding schools have joined MET MAT	Further 2 schools have joined the MAT	A Further 2 schools have joined the MAT
The Trust is seen as a local leader in helping to shape the MAT landscape	The Trust is seen as a Regional leader in helping to shape the MAT landscape	The Trust is seen as a National leader in helping to shape the MAT landscape

Which strategies and plans will deliver action?

MET School Improvement Strategy	Medium Term Financial Strategy
<ul style="list-style-type: none">  MAT School Improvement  Action Plan 	<ul style="list-style-type: none">  3 year central MAT budget plan will ensure resourced central MAT that can invest in new partnership developments  Dedicated budget towards IT provision will allow modernisation of IT resources, enabling greater reach and sharing of information

Lead Officer(s):	CEO Trust Business Manager Executive Headteachers
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Objective 4

Creating new school provision to meet emergent need



Why is it important?

New Free School provision will better meet the needs of children within areas of new development and limited provision.

Success Indicators

Years 1 & 2	Years 2 to 4	Year 5
The Trust is in the process of opening at least 1 Free School in the local area	The Trust has opened 1 Free school and is in the process of opening 1 – 2 more in the sub region in response to defined need	The Trust is working with Regional commissioners to open Free Schools to meet need across the region in response to defined need
MET Academies have designated where an increased offer can help meet local need	Co-located provision with other schools and settings increases opportunities for children to be included in mainstream education	The Trust and its partners are providing sector-leading services and support for other schools and settings in the wider region

Which strategies and plans will deliver action?

MET School Improvement Strategy	Medium Term Financial Strategy
 MAT School Improvement Action Plan	 Fully costed project plan

Lead Officer(s):	CEO Trust Business Manager Executive Headteachers
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