



The Engage Trust

Improvement Plan
2015-16

Key priority 1 – To ensure all our learners make academic and personal progress in line with their peers or own trajectory of success

	MILESTONES	WHO IS GOING TO MAKE SURE THIS HAPPENS	WHEN WILL IT BE DONE BY	MONITORING PROCEDURES
1.1	Develop high quality specialist educational leadership which supports and challenges schools to deliver outstanding outcomes for learners.	<ul style="list-style-type: none"> • CEO • CHAIR 	ONGOING	<ul style="list-style-type: none"> • PMgt Process • SEF • Termly outcome CEO reports
1.2	Develop and improve the use of data to drive school improvement and individual progress within the context of Alternative and specialist provision	<ul style="list-style-type: none"> • CEO • SC 	ONGOING	<ul style="list-style-type: none"> • Reports Imp Policy Comm
1.3	Provide high quality Finance, Human Resources and Premises Management at Trust level so allowing school leaders to focus on the education of children.	<ul style="list-style-type: none"> • TC • DF • GW 	ONGOING	<ul style="list-style-type: none"> • Reports PHS Committee • Reports F&P Committee • External Audit Partners
1.4	Develop quality CPD and training opportunities for all Trust staff	<ul style="list-style-type: none"> • CEO • DF 	ONGOING	<ul style="list-style-type: none"> • Training log via F&P Committee

Key priority 2 – To create and maintain a high quality model of alternative provision for additional needs learners in the eastern region				
	MILESTONES	WHO IS GOING TO MAKE SURE THIS HAPPENS	WHEN WILL IT BE DONE BY	MONITORING PROCEDURES
2.1	Engage with the broader Alternative Provision sector to ensure all partners offer flexible and creative learning pathways whilst maintaining a focus on progress, attainment and accreditation	<ul style="list-style-type: none"> • CEO • TC 	ONGOING	<ul style="list-style-type: none"> • Via CEO Reports to Board
2.2	Work collaboratively with Local Authorities, other providers and DfE to explore opportunities for Trust growth	<ul style="list-style-type: none"> • CEO • PH 	ONGOING	<ul style="list-style-type: none"> • Via CEO Reports to Board
2.3	Work proactively to build relationships with prospective academy converters and develop opportunities for expansion.	<ul style="list-style-type: none"> • CEO • CS 	ONGOING	<ul style="list-style-type: none"> • Via CEO Reports to Board
2.4	Develop and embed the Trust's policies, processes and procedures with the intention of working towards a model of outstanding	<ul style="list-style-type: none"> • SC 		<ul style="list-style-type: none"> • Via CEO Reports to Board • Reports Imp&Policy Comm

Key priority 3- To develop and maintain a sustainable and successful Co-operative Governance model for all our academies				
	MILESTONES	WHO IS GOING TO MAKE SURE THIS HAPPENS	WHEN WILL IT BE DONE BY	MONITORING PROCEDURES
3.1	Enhance and embed the role of co-operative forums in all Trust academies to create a model of good practice in shared governance	<ul style="list-style-type: none"> • PH 	ONGOING	<ul style="list-style-type: none"> • Via forum feedback-TA
3.2	Support all Directors to engage with an effective model of Board self-evaluation to enhance skills analysis and broaden the skill base	<ul style="list-style-type: none"> • GW 	JUNE 2016	<ul style="list-style-type: none"> • Director Away Day event • Action Plan • Ongoing monitoring • Annual Review
3.3	Refine and develop Trust structures to further embed clear segregation of duties between Trust and local Academy governance	<ul style="list-style-type: none"> • GW • CS 	ONGOING	<ul style="list-style-type: none"> • Succession planning
3.4	To promote the globally shared co-operative values of self-help, self-responsibility. Democracy, equality and solidarity via co-operation and membership of the co-operative network	<ul style="list-style-type: none"> • PH 	ONGOING	<ul style="list-style-type: none"> • Away Day

Key priority 4- Maximise effective use of all Trust resources to enhance opportunities for learners and local communities.

	MILESTONES	WHO IS GOING TO MAKE SURE THIS HAPPENS	WHEN WILL IT BE DONE BY	MONITORING PROCEDURES
		<ul style="list-style-type: none"> • GW • TC 	ONGOING	<ul style="list-style-type: none"> • Via reports to Board • FMR

Key priority 5- Challenge and support The Pinetree School to move rapidly from Inadequate to Good judged against Ofsted criteria

	MILESTONES	WHO IS GOING TO MAKE SURE THIS HAPPENS	WHEN WILL IT BE DONE BY	MONITORING PROCEDURES
5.1	Provide effective and timely support to school leaders to effect School Action Plan	<ul style="list-style-type: none"> • CEO • CS • PH 	<ul style="list-style-type: none"> • Christmas 2016 	<ul style="list-style-type: none"> • Via IEB /LGB reports • Ofsted monitoring visits