



Castleford Academy

School Development Plan 2017 – 2018

Working together to achieve excellence for all.

Vision & Values

2017 – 2018

Care Aspire Succeed

- Outstanding Leadership
- Outstanding Outcomes
- Outstanding Teaching and Learning and Assessment
- Outstanding Personal Development, Behaviour and Welfare
- Outstanding Service
- Outstanding Sixth Form

External Evaluation

	2015 OFSTED September	2016 School Self Evaluation September	2016 External Evaluation November	2017 School Self Evaluation September
Overall Effectiveness	2	1	1	1
Leadership & Management	2	1	1	1
Outcomes	2	1	1	1
Teaching, Learning & Assessment	2	1	1	1
Personal Development, Behaviour & Welfare	2	1	1	1
Effectiveness of the 16 to 19 study programmes	3	2	2	2

Areas for Development 2017-18

Boys	Continue to maintain the outstanding progress that boys make by ensuring that the curriculum is sufficiently engaging to diminish the internal difference
Groups	High quality assessments leading to incisive intervention so that all groups make outstanding progress that is above national others
Knowledge	Embed the teaching of the new KS3 curriculum and KS4 specifications through a focus on moderation of pupil work, knowledge acquisition and recall.



Senior Leadership Team

Structure

G. Panayiotou – Headteacher and CEO of CMAT

D. Cook – Associate Headteacher

S. Stevens – Director of Business and Financial

S. Prinsep – Deputy Headteacher Castleford Academy J. Cross – Deputy Headteacher CMAT

E. Wells – Assistant Headteacher PDBH S. Longley – Assistant Headteacher PDBH R. Guest Assistant Headteacher T&L

A. Wainwright – Associate RWCM J. O'Brien – Associate ITT/CPD

K. Chippendale – Associate KS3 L. Holmes – Associate Y10 M. Page – Associate Y11



School Development Plan 2017/18 - Priorities Snapshot

Effectiveness of Leadership & Management	Leadership	Milestones
P1. Efficient and effective leadership, curriculum and financial planning.	G. Panayiotou - Headteacher S. Stevens - Finance Director D. Cook – Associate Headteacher	Termly
P2. Leaders and Governors demonstrate an ambitious vision for all pupils.	D. Cook – Associate Headteacher S. Prinsep - Deputy Headteacher	Ongoing
P3. Professional development of teachers and leaders including talent management, opportunity and progression opportunities.	G. Panayiotou – Headteacher J. O’Brien – Associate CPD	Ongoing
P4. Incisive PM to ensure that the relevant standards are met for teaching and support staff.	J. O’Brien – Associate CPD G. Scothern – HR Officer	Termly
P5. Governors systematically support and hold leaders to account.	G. Panayiotou - Headteacher S. Prinsep - Deputy Headteacher	Termly
P6. Improve engagement of all stakeholders.	R. Guest – Assistant Headteacher	Ongoing
P7. Implementation of ITT partnership across Wakefield Local Authority.	J. O’Brien – Associate CPD G. Panayiotou – Headteacher	Termly
Curriculum	Leadership	Milestones
P1. Curriculum is fit for purpose and embedded to meet local needs and the national changes.	D. Cook – Associate Headteacher R. Guest – Assistant Headteacher	Ongoing
P2. New specifications are embedded across KS4 with emphasis placed on subject knowledge, acquiring knowledge and keeping knowledge.	R. Guest – Assistant Headteacher S. Prinsep – Deputy Headteacher	Ongoing
P3. A rigorous KS3 curriculum that delivers engaging lessons and aims to ensure pupils have the knowledge and skills to prepare them for KS4.	S. Prinsep – Deputy Headteacher K. Chippendale – Associate KS3	Ongoing
P4. Actively promote SMSC and British Values across the curriculum.	D. Cook – Associate Headteacher M. Page – Associate KS4	Termly
P5. Improve the quality of extended writing across the curriculum in all key stages.	D. Cook – Associate Headteacher A. Wainwright – Associate Literacy/Numeracy	Termly
P6. Exceptionally high expectations and aspirations for all ensures that progression across all key stages is proactive and rigorous.	S. Prinsep – Deputy Headteacher S. Longley – Assistant Headteacher	Termly
Outcomes for Children and Learners	Leadership	Milestones
P1. All accountability measures to be above the national average.	J Cross - Deputy Headteacher M Page - Associate KS4 Leader L Holmes – Associate KS4 Leader	Termly
P2. Close or diminish all gaps between key groups (especially for disadvantaged and boys) across all year groups.	J Cross - =Deputy Headteacher S Prinsep - Deputy Headteacher K Chippendale - Associate KS3 Leader	Termly
P3. Ensure data integrity.	D. Cook - Associate Headteacher C Law – Associate Data	Termly
P4. Ensure pupils’ literacy levels and spoken language skills are appropriate to their age.	A Wainwright - Associate Literacy/Numeracy R Collins – Subject Leader English	Termly
Quality of Teaching, Learning & Assessment	Leadership	Milestones
P1. Teaching is outstanding in all areas of the standards: planning, engagement, progress, outcomes, assessment, etc.,	R. Guest – Assistant Headteacher	Termly
P2. Systems to set, monitor and track homework are further developed with further increased parental engagement.	R. Guest – Assistant Headteacher	Termly
P3. Sustain rigorous and accurate assessments at all levels so that incisive feedback can be given and acted upon whilst being resilient.	R. Guest – Assistant Headteacher	Termly
Personal Development, Behaviour and Welfare	Leadership	Milestones
P1. Continue to promote high standards of behaviour, impeccable conduct and all aspects of pupil welfare.	E. Wells – Assistant Headteacher S. Longley – Assistant Headteacher	Termly
P2. Pupils and staff have an excellent understanding of how to keep themselves and others safe.	E. Wells – Assistant Headteacher S. Longley – Assistant Headteacher	Ongoing
P3. Improve attendance, particularly for key groups of students and continue the reduction in exclusions.	E. Wells – Assistant Headteacher S. Longley – Assistant Headteacher	Termly
P4. Enhance strategies to support pupils with mental health, resilience and emotional regulation.	E. Wells – Assistant Headteacher S. Longley – Assistant Headteacher	Ongoing
P5. Following changes to local careers service ensure destinations information is tracked rigorously.	S. Prinsep – Deputy Headteacher	Annually
Post-16	Leadership	Milestones
P1. All sixth form provision is outstanding (including the progress of English and Maths resit pupils).	J. Cross – Deputy Headteacher P. Young – Director of Post-16	Termly
P2. Retention rates to be above the national average.	J. Cross – Deputy Headteacher P. Young – Director of Post-16	Termly
P3. All sixth form courses are fully subscribed.	J. Cross – Deputy Headteacher P. Young – Director of Post-16	Annually
Services	Leadership	Milestones
P1. To Provide strategic leadership to support all business functions in the MAT	S. Stevens – Director of Business	Ongoing
P2. Ensure an efficient budget is set to meet the strategic needs of academy leadership whilst ensuring better financial efficiency and value for money.	S. Stevens – Director of Business	Ongoing
P3. Manage growth of Castleford Academy to meet the area demands	S. Stevens – Director of Business	Termly
P4. Ensure a safe learning and working environment	S. Stevens – Director of Business	Ongoing





