

<p>IMPROVEMENT AREA 4</p> <p>Leadership and Management</p>	<p>SUCCESS CRITERIA BASED UPON KEY MILESTONES BY JULY 2020</p>		
	<p>BY END OF AUTUMN TERM 2019</p>	<p>BY END OF SPRING TERM 2020</p>	<p>SO THAT BY JULY 2020</p>
<ul style="list-style-type: none"> • Develop the growing leadership skills across GA to ensure capacity within the academy as a whole, and the demands of the trust. • Develop a middle management tier to support pastoral, progress and curriculum offer (Quality of Education and Behaviour and Attitudes) • To embed GA Induction programme and ensure all new staff receive Induction in line with GA policy. • Embed the school’s appraisal programme and ensure statutory requirements in relation to performance are in place. • Ensure that the leadership within Greenfields Academy know what OUTSTANDING “looks like”. • Continue the development of partnerships working across all areas of education to ensure the sharing of good practice, the maintaining of high standards and the professional development of all staff. • To ensure that the school contributes to the overall effectiveness of CIT. 	<p>Members of SLT to enroll on leadership courses.</p> <p>To work with CIT to develop leadership opportunities for SLT.</p> <p>All inductions to be completed and signed off by end of Term 1</p> <p>Appraisal reviews taken place.</p> <p>New Appraisal targets set and last year’s appraisal targets reviewed</p> <p>Timetable of project work agreed with Trust</p>	<p>Members of SLT to attend leadership courses.</p> <p>At least 1 member of SLT supporting other schools within/outside of CIT.</p> <p>Mid Year reviews of Appraisal Targets for all staff completed.</p> <p>NLE and SLT working together to ensure that all identified external and internal moderation meetings have taken place</p> <p>NLE and SLT working together to ensure that school partnership (buddying) visits have taken place with at least 2 other schools within CIT</p>	<p>SLT have knowledge, skills and experience to drive school towards OUTSTANDING.</p> <p>Measurable improvement in outcomes for school being supported.</p> <p>All staff have completed appraisal targets.</p> <p>Programme of support completed with positive measurable outcomes for both schools.</p> <p>Projects completed or on target to be completed.</p>

2019/20	School to be judged as Good in C.I.T Health Check (September 25 th 2019)
2020/21	School to be judged Outstanding in C.I.T Health Check

