Academy Review Meeting

Partnership Agreement

Core Membership

Academies Improvement Director - James Richards
Headteacher – XXX
Chair of Local Governing Body (LGB) – XXX
Academy Improvement Officer – Pam Wells

Additional Membership (as appropriate)

Deputy Headteacher / Head of Academy / Senior Teacher/Faculty Leader
Vice Chair or other Governor representative

Individuals invited to attend as and when required:

EPM representative
Finance Officer
Academy Subject Leader(s)/Faculty Leaders
CEO

Objectives

The Academy Review Meeting (ARM) is the mechanism for ensuring that St. Benet's MAT drives and supports rapid and sustainable academy improvement and development. All academies within St. Benet's are required to actively engage with the ARM process but there is a clear expression of intent that this should be a dialogue of mutual benefit. The ultimate aim and responsibility is to ensure that every child and young person in a St. Benet's academy is given the highest quality educational opportunities possible.

The objectives of the ARM are:

- In discussion with the LGB and the Headteacher, hold the academy to account for the standards that it is achieving and to identify opportunities for additional support and professional development to achieve further improvement.

- To evaluate the impact and effectiveness of intervention and/or support, including the work of the Academy Improvement Leadership Group (AILG), and monitor the effective deployment of resources to address improvements

- To celebrate progress and success and give confidence to staff that they can bring about the required improvements

- To monitor the progress the academy makes against essential improvement priorities and to ensure targets are relevant to the key areas of academy improvement

- To monitor the impact of CPD on teaching, provision and outcomes

- To monitor the progress pupils make against the ambitious targets set

- To consider barriers to improvement and how these can be removed.

- To receive reports from the AILG detailing the main priorities for each academy's Improvement and Development Plan to ensure that all academies aspire to be judged as outstanding.

- To review the responsibilities delegated by Trustees to the Local Governing Body if risk assessment indicates that an individual academy is unlikely to be in a position to achieve outstanding provision within a period of four years.

Objectives

- To develop a shared ethos with all stakeholders in the academy community so that:

    1. The academies fully embrace the core Christian values that serve, implicitly and explicitly, as the foundation for everything that happens in our academies.

    2. The quality of teaching is consistently good or better

    3. The attainment and progress of pupils across the academy, especially in English and Mathematics is in line with or exceeds national averages

    4. A broad and balanced curriculum promotes broader opportunities and excellent outcomes in keeping with St. Benet's MAT's aim for all its academies to be outstanding providers of learning

    5. Effective leadership and governance sets high expectations and aspirational targets for continuous improvement.

Methodology

- There are three principal functions of the Academy Review Meeting

    1. Monitoring, evaluation and reporting.
    2. Working alongside senior leaders to bring about improvement.
    3. Agreeing a risk-rating for the academy

- An expectation is that core members will spend time in academy between meetings to ensure that the agreed actions are having the desired impact and that the academy is rapidly improving

- At each ARM, the academy's senior leaders (including the Chair of Governors) will report progress against identified priorities within the approved Academy Improvement and Development Plan. Their view of progress will be externally validated by the Academies Improvement Director and reports from other professionals working with each academy.

- St. Benet's MAT will provide a responsible clerk to the meeting.

Confidentiality

All matters discussed at the ARM will be deemed confidential to its members, senior officers of St. Benet's and its Trustees, unless 'safeguarding' matters result in disclosure to another relevant body. ARM business will be open to scrutiny as part of any quality assurance process by OFSTED or the DfE.

Key steps to leading an outstanding academy

Stage of school improvement journey	Key leadership qualities
Phase 1: Stabilise • School requires significant improvement • No clear underpinning for the future	• Calm and reassuring leadership • Focusing on urgent priorities • Ensuring team members have the right jobs • High visibility
Phase 2: Repair • Establishing more control • Reactive decision making • Making the school feel more like a regular school	• Embedding early improvements • Building a medium-term plan • Retaining visibility, but increasing focus on quality assurance
Phase 3: Improve • More proactive leadership • Embedding strategies • Improving outcomes	• Monitoring and tracking performance is key • Shifting from management to leadership • Increasing benefits from collaboration
Phase 4: Sustain • Confidence in performance • Increase innovation in delivery	• Securing excellence • Looking to lead collaboration • Increasing focus on 3 – 5 year planning
Phase 5: Innovate • Build collaboration • Proactively develop staff skills and recruit high quality staff • Staff feel confident to try innovative ideas	• Outstanding practice is embedded in all elements of the academy's work • Leadership is based on finding the right solution to the problem. • Recognise that innovation sometimes fails but that this is something to learn from

From DfE good practice guidance to MATs Dec 2016