2016-2017 ACTION PLAN

Working together to improve educational outcomes for all learners

The East Midlands Teaching Schools

- Believe that every child in the East Midlands should attend at least a 'good' school.

- Believe that continuous improvement is best driven from within the region itself – by proven, existing outstanding practitioners.

- Have the expertise, track record, capacity, local knowledge, diversity and passion to deliver system-led continuous improvement within the region at every level.

- Are committed to working together to lead, manage and deliver high quality support based on sound intelligence-gathering and analysis, supportive challenge, strong recruitment and CPD for all the region's schools.

"The mark of a mature education system is the degree to which it ensures all children attend a good school and the mark of a mature school-led system is the degree to which system leaders and other stakeholders work in a collaborative and coordinated way to make this a reality." (TSC 2015)

This action plan includes the five distinct but interrelated areas of:

1. Developing maturity.

2. School improvement through school to school support.

3. Continuing Professional Development.

4. Initial Teacher Training.

5. Holding East Midlands Teaching Schools Alliance to account.

Actions identified in this plan are those that add strategic value to the work of local areas and their networks. Each mini region area network has an action plan that should be considered alongside this document.

Key Terms

TSC Rep   Regional Teaching School Council Representatives.

RSCd   Regional Strategy Coordinator.

BSP   Business Support Partner.

EMTSA   East Midlands Teaching Schools Alliance Network.

EMTSSG   East Midlands Teaching Schools Strategic Group.

MR   Mini region/Local authority geographical areas (Derby City, Derbyshire, Leicester city, Leicestershire, Lincolnshire, Northamptonshire, Nottingham City, Nottinghamshire, Rutland)

RDG   Regional Delivery Grant

TSCCG   TSC Core Grant (TSC rep)

TS CF   Teaching School Core Funding

TBC   To be confirmed

Developing Maturity				
KPIs - What does better look like by July 2017?				

- Sustainable regional and local infrastructures are in place that enable and support planning and delivery
- An East Midlands communication strategy is in place that ensures that all schools and stakeholders are informed of and included in regional activities and opportunities for improvement.
- Systems and protocols are agreed and implemented that enable data and knowledge on school performance and need at local and regional levels to be shared and acted upon to enable effective targeting of resources.
- East Midlands education partners can identify and provide evidence of the impact of individual and collective action taken on learner outcomes including targeted populations

Priority Tasks	Task owner	£ source	KPI	Reporting
Establish regional roles (RSCd, BSP) and clarify roles and reporting mechanisms	TSC rep	RDG	• RSCd, BSP secured and managed.	EMTS
EMTSSG and EMTSA are maintained, supported and developed.	BSP	RDG	• 4 x meetings EMTSSG • 3 x meetings EMTSA	EMTS
Supporting the further development of the East Midlands Teaching Schools Company.	BSP	RDG	• Company directors agreed. • Operating procedures in place	EMTS
Teaching schools effectively contributing to the Regional Summit Group	TSC rep, RSCd, EMTSSG chairs	RDG	• Representative attendance at 100% summit meetings	EMTS
Effective local infrastructures in place.	MR supported by RSCd	RDG	• Nine Mini region networks operational with agreed action plans	EMTS
A communication strategy is managed, operationalized and developed including a regional portal, newsletters, scheduled and unscheduled updates.	BSP	RDG with DCS for portal	• Portal live and managed • Increasing % hits • Sustainability funding secured	EMTS
Generating and securing funding - Seeking external funding and supporting bid writing, developing income generation opportunities.	BSP	RDG	• RDG secured for 2017-18. • School led conference generates income	EMTS
Supporting the development of coherent and comprehensive data systems to enable effective targeting	BSP	RDG	• 100% MR have data and information sharing protocols in place	EMTS
Developing systems and supporting quality assurance and impact measurement including collecting and analyzing evidence and sampling.	BSP	RDG	• Impact measurement process and system in place • Sampling completed.	EMTS and NCTL
Transition to the school improvement strategy (Sept 2017)	TSC rep	TSCCG, RDG	• Region and mini region networks established in transition to the school improvement strategy in September 2017.	NCTL

School improvement through school to school support

KPIs - What does better look like by July 2017?

- There is sufficient supply of high quality system leaders and teaching schools, to enable those in need of support to receive it from those with capacity, specialist expertise and skills.
- Engagement of schools in the existing infrastructure (Teaching Schools, MATs and other partnerships) is mapped with a strategy to target the not yet engaged, and to measure the impact of engagement, is in place.
- Robust processes are in place that enable resources to be targeted in areas of need with evidence of impact on learner outcomes for priority populations available.
- There are processes in place to quality assure school improvement through school to school support activity.

Priority Tasks	Task owner	£ source	KPI	Reporting
Supporting a growth programme that identify and delivers more TSAs and system leaders in mini regions targeting cold spots.	MR	RDG	• % increase in TS and system leaders in areas identified as target.	NCTL
Supporting new system leaders to offer high quality support (induction)	TSC and MR	TSCCG	• 90 % Satisfaction rate. • All newly designated teaching school alliances and system leaders have been briefed about national and local priorities.	NCTL
Supporting new system leaders to offer high quality support (Training and development)	MR	TSCF	• Training packages are available to 9 mini regions to support system leader development	EMTS
Deliver a campaign of action that seeks to engage every school in the mini region with a TSA or alternative part of the infrastructure.	MR	RDG	• 9 mini regions have mapping data indicating school engagement and targeting strategies for reaching the not yet engaged.	EMTS
S2SS R4	TSC rep	TSCCG and RDG	• Applications reflect the spread of eligible schools in the regions • Return of completed spreadsheet with all applications prioritised and funding recommendations completed. • Lessons learned are included in future strategies	NCTL
S2SS post R4	BSP	RDG	• Systems and processes are in place in 9 mini regions for effectively and efficiently targeting resources.	NCTL
Designation, designation review and de designation processes are supported nationally and developed regionally as commissioned	TSC rep	TSCCG	• National designation panels are supported. • Contact is made with de-designated school within 10 working days of appeals panel outcome. Conversation/visit to outline next steps and options.	NCTL
Develop quality assurance processes	BSP	RDG	• Quality assurance processes are in place, deployed effectively with sampling undertaken	EMTS
DFE national projects (Maths Hubs, PPR, UTCs etc)	TSC rep	TSCCG	• Review summaries provided from each region by Dec 2016 (UTCs)	NCTL

Continuing Professional Development				
KPIs - What does better look like by July 2017?				
• Coordinated, cohesive, viable leadership development opportunities are available that feed the leadership pipeline. • The regional portal provides a platform for searching and sharing local and regional CPD offers. • Collaborative working with stakeholders enables CPD opportunities, including learning opportunities that specifically focus on improving learner outcomes for priority populations, to be made available and accessed. • The regional school led conference 2017 is utilized as a platform for sharing effective practice in improving outcomes and developing next practice				
Priority Tasks	**Task owner**	**£ source**	**KPI**	**Reporting**
Establish a regional approach to delivering Targeted Support Fund	BSP/TSF Project lead	TSF	• Successful applications from EM regions. • > 85% of participants complete the programme • All participants who complete the programme can show how it has helped them develop as a leader • > 70% of participants are applying for or have applied for promotion by the end of the programme	NCTL
Establish a regional programme for Directors of TSAs, MATs, SCITTs etc	EMTSSG	TBC	• Programme established	EMTS
Developing facility within the portal for searching/sharing CPD	BSP	RDG	• Facility developed • % hits	EMTS
Working with OfSTED and other stakeholders to establish approaches to supporting vulnerable groups and priority populations.	RSCd	RDG	• OfSTED Summer conference attended by system leaders.	EMTS
Planning and delivery of the 2017 school led conference	BSP	TSC funding	• 85% recognising the event has an impact on the development of a school led system.	NCTL

Initial Teacher Training				
KPIs - What does better look like by July 2017?				
• There is an improved supply of qualified teachers particularly in priority subject areas and phases. • Partnerships and networks are connected to ensure best use of resources. • ITT in the East Midlands includes a specific focus on improving learner outcomes for priority populations.				

Priority Tasks	Task owner	£ source	KPI	Reporting
The portal provides a facility to support recruitment to ITE.	BSP	RDG	• The portal includes ITE links and information • % hits	EMTS
Connecting the networks	MR	TBC	• All the regions 'Teach…' networks are connected into the mini region infrastructure.	EMTS
Developing a platform for exchanging research and experience on effectively improving learner outcomes for priority populations	BSP	TBC	• Stage 2 development of the portal plans to include a facility for research exchange	EMTS

Holding EMTS to account				
KPIs - What does better look like by July 2017?				
• Comprehensive reporting processes and systems are in place to enable the region to track spend, measure impact of activity, demonstrate value for money and fitness for purpose.				

Priority Tasks	Task owner	£ source	KPI	Reporting
Manage NCTL commissions and reporting	TSC rep/RSCd	TSCCG	• 100% reports retuned on time • 100% commissions reported on • 100% financial compliance	NCTL
Manage reporting to EMTS	BSP and RSCd	RDG	• 100% quarterly progress reports produced and considered by EMTSSG	EMTS
EMTS company statutory reporting	BSP	RDG	• 100% compliance with financial and company reporting requirements	EMTS Companies house. HMRC