



Achieving strong Progress 8
in a school in challenging
circumstances



Challenging circumstances

- Deprivation factor of 0.3
- Significantly low levels on entry of all year groups
- 53% EAL
- 43% Pupil Premium
- Low stability 81%
- Previously low attendance and poor punctuality
- Recruitment difficulties (the outer ring of the fringe factor)
- One of the lowest AWPUs
- A previously poor reputation



Achievements

- Progress 8 2015 **0.62**
- Current Year 11 Progress 8= **0.78**
(0.79 for Pupil Premium)
- Rising roll (Current Year 11 =79 in Yr 7 now 107 and new Year 7 220)
- Attainment 8 2015= ; 2016=
- Value added 2015= **1038**
- A full trophy cabinet

What did we do?



- Have relentless high expectations
- House system for leadership and competition
- Clear expectations: no disruption to learning
- Ensure the students positively shaped the school
- Strong focus on literacy
- Effort with parental support
- Build strong relationships: rapport building
- Create a distributed and highly collaborative culture
- Data drives intervention at all levels
- A solution focussed approach
- A passion for quality teaching and learning
- Filled nearly all our buckets
- Took every child with us

High expectations



- NACE



House system

- Pride
- Competition
- Leadership
- Strong sense of belonging
- Fire drills, punctuality, attainment
- Strong relationships with home
- Strong staff allegiance

Clear expectations



- Teach and model the behaviours that we want
- State that we want to win
- Start the lesson on time and don't accept anything less behaviourally from bottom sets or difficult students
- Changes are introduced through clear consistent messages

The students influence on the school



- Students feel it is their school and their house
- Chose the names, logos and songs



- Leadership and praising risks
- Peer courts
- Students leading assemblies
- Developing a strong personal voice (art, Talking Schools, questioning, innovating)

Our students



Working with parents

- I don't let back in students who don't convince me they have learnt and will change and together we find ways to change
- Parents have all teachers email addresses
- Any student underachieving will have a home visit and follow on support
- We use a full and inventive range of strategies to get students back on board.



Invest in Literacy and SEN

- English specialism co-ordinator
- Literacy lead
- SENCo plus 2 degree level literacy HLTAs
- Writer in residence
- Curriculum time (5 hours Yr 7 and 4 hours all other years)
- 2FTE equivalent EAL specialists
- Literacy
- Strong extra curricular offer
- Funding for SEN and behavioural intervention

Achieving rapport with a class



- Yes sets
- Second positioning
- KAV: voice speed
- Self and Other
- New and Building upon (same)
- Options and Procedures
- Goals (towards) and Problem solving (away)
- Active and Reflective
- Welcome questions

Distributed leadership: highly collaborative



- Coaching at all levels
- Empowering Middle Leaders
- Entrusting decisions and solutions to all staff
- Collaborative culture from collaborative systems
- Teaching and learning leads, Faculty bases and House allegiance
- Oxford University Research



Oxford Uni Research

Data snapshot - Grade

	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM			
End KS4 Min																																									
End KS4 Good																																									
End KS4 Excellent																																									
Eng Lang																																									
Eng Lit																																									
Maths																																									
Sci Core																																									
Sci Add																																									
Biology																																									
Chem																																									
Physics																																									
Computing																																									
Geog																																									
History																																									
German																																									
Spanish																																									
Art																																									
Business																																									
Drama																																									
Media																																									
Music																																									
Prod Des																																									
RE																																									
Bus BTEC																																									
Sci BTEC																																									
Sport BTEC																																									
Cb	Bc	Ac	Da	Da	Db	Dc	Dc																Gc	L2Pa																	
Da	Cb	Bb	Da	Da	Dc	Da	Da																Dc																		
Bc	Ba	Aa	Cc	Cc	Eb																		Dc																		
Cb	Cc	Ac	Bb	Bb	Ac																																				
Cb	Cc	Ac	Cc	Cc	Cc	Da	Da																																		
Db	Cc	Bc	Da	Da	Dc	Ea	Ea																																		
Ca	Bb	Ab	Cc	Cc	Db	Dc	Dc																																		
Bc	Ba	Aa	Bc	Bc	Ac																																				
Cb	Bc	Ac	Cc	Cc	Cc																																				
Ca	Bb	Ab	Da	Da	Cb	Cc	Cc																																		
Cb	Bc	Ac	Cc	Cc	Bb	Cb	Cb																																		
Cb	Bc	Ac	Ca	Ca	Sc																																				
Cb	Bc	Ac	Cb	Cb	Cc	Da	Da																																		
Dc	Da	Ca	Bb	Bb	Aa																																				
Cb	Bc	Ac	Cc	Cc	Cc	Db	Db																																		
Cb	Bc	Ac	Cc	Cc	Db	Dc	Dc																																		
Cb	Bc	Ac	Cb	Cb	Bb	Ba	Ba																																		
Ea	Db	Cb	Cc	Cc	Ca	Ba	Ba																																		
Ca	Bb	Ab	Cb	Cc	Ca	Ca	Ca																																		
Db	Cc	Bc	Cc	Cc	Da	Da	Da																																		
Ca	Bb	Ab	Bc	Bc	Aa																																				
Da	Cb	Bb	Db	Db	Eb	Da	Da																																		
																																		</							

Data snapshot - Trajectory

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG
	Eng Lang	Eng Lit	Maths	Sci Core	Biology	Chem	Physics	Computing	Geog	History	German	Spanish	Art	Business	Drama	Media	Music	Prod Des	RE	Bus BTEC	Sport	Average										
Excellent (Target 12%)	14%	0%	23%	0%	40%	20%	20%	0%	20%	0%	####	40%	17%	33%	20%	21%	0%	0%	45%	40%	33%	21%										
Good + (Target 40%)	23%	0%	41%	7%	40%	80%	80%	0%	50%	33%	####	60%	50%	33%	80%	43%	0%	25%	50%	####	67%	42%										
Minimum+ (Target 80%)	86%	0%	68%	67%	80%	####	####	####	70%	83%	####	80%	50%	####	80%	86%	0%	38%	50%	####	####	73%										
Underachieving	14%	####	32%	33%	20%	0%	0%	0%	30%	17%	0%	20%	50%	0%	20%	14%	####	63%	50%	0%	0%	27%										
name Forename																																
	U	U	M	U						U						M			U	G												
	M		U	M										E		E		G	E													
	M		U	M									U			M		U	U													
	U		U												U	U		U	U													
	E		E		M	G	G		G			E			E				E													
	M		M	M				M		M		M		M		G			G													
	M		M	U					M	M									E													
	M		U	U					U				U			M			U													
	M		M		U	M	M							M				U	U		G											
	U		U	M				M	U							U		U	U	G												
	M		G	M									G			G	U	G	E													
	M		E		M	G	G			G	E				G				E													
	M		M	U					M				U						U													
	E		E		E	E	G		E							E			E	E	E											
	M		U	M					M				U			M			U													
	M		U	U								U						U	U		M											
	M		G	M					G				G			G			E													
	E		E	G					E				E			E			E	E												
	M		G	M					U	G		E					U		E													
	G		G	M					G			G			G				E													
	G		E		E	G	E	M											U													

AP

1-AP1

2-Mocks

3-AP3

Eng Set

11 Eng1

11 Eng2

11 Eng3

11 Eng4

11 Eng5

Maths Set

11 Ma1

11 Ma2

11 Ma3

11 Ma3.5

11 Ma4

11 Ma5

Sci Set

11 BTEC Sc

11 Le Sci

11 Qu Sci

11S1

(blank)

RE/PE Set

11PR1

11PR2

11PR3

11PR4

Opt A

11A Art

11A Cmp

11A Eng

11A His

11A Ma

11A Spo

Opt B

11B DT

11B Geo1

11B Geo2

11B His

(blank)

Opt C

11C Art

11C Bus1

11C Bus2

11C Dra

11C Eng

11C Ma

11C Mus

Opt D

11D Ger

11D Me1

11D Me2

11D Me3

11D Spa

PP

Y

FSM

(blank)

N

AG&T

Y

EAL

N

Y

SEN Status

K

R

E

N

Reg Group

11B

11E

11S

11T1

Ethnicity

Any other Asian b...

Any other ethnic g...

Any other White b...

Bangladeshi

Black - African

Pakistani

White - British

White and Black ...

Gender

F

M

% Attendance

82.8

88.5

91

92.6

92.7

95.1

96.7

97.5

Focus Gp

Y

Data snapshot – Progress 8 AP1

	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	A	
	Eng Lang	Eng Lit	Maths	Sci Core	Sci Add	Biology	Chem	Physics	Computing	Geog	History	German	Spanish	Art	Business	Drama	Media	Music	Prod Des	RE	Business BTEC	Science BTEC	Sport BTEC	Exp Att8	Att8	Prog8	AP										
	1.27	1.27	0.96	0.89	0.89	1.37	1.12	0.87	-1.22	1.31	0.98	1.45	1.75	0.42	2.33	1.17	1.15	-0.55	0.41	1.27	####	0.45	1.75	36.74	47.07	0.94	1-AP1	11A Art	PP								
	-0.03	-0.03	0.97	-0.03	-0.03						-1.03						0.97		-1.03	(blank)				40.3	41	0.07	2-Mocks	11A Cmp	Y								
	1.26	1.26	0.26	1.26	1.26				-0.74						3.26		2.26	2.26	(blank)	(blank)			27.4	40	1.26												
	1.01	1.01	1.01	1.01	1.01									0.00			1.01	0.00	(blank)	(blank)			30	36	0.61												
	-0.25	-0.25	-2.25						-3.25							-0.25	-1.25	-1.25	-1.25	(blank)	-0.25			52.5	33	-1.95											
	1.45	1.45	1.45			0.45	0.45	1.45		0.45			3.45			1.45		3.45	(blank)	(blank)			45.5	63	1.75												
	2.99	2.99	2.99	2.99	2.99				2.99		2.99		2.99		2.99			3.99	(blank)	(blank)			20.1	51	3.09												
	1.69	1.69	1.69	0.69	0.69					1.69	1.69						1.69	2.69	(blank)	(blank)			23.1	40	1.69												
	0.59	0.59	-0.42	-0.42	-0.42					0.59				-0.42			0.59	-0.42	(blank)	(blank)			44.2	45	0.09												
	0.75	0.75	0.75			-0.25	0.75	-0.25	-3.25						0.75			-0.25	-1.25	(blank)	1.16	1.25	52.5	58.5	0.6												
	1.16	1.16	1.16						-1.85								1.16	0.16	0.16	(blank)	1.16		38.5	37	-0.15												
	0.45	0.45	1.45	0.45	0.45									0.45			0.45	-0.55	0.45	2.45	(blank)		45.5	49	0.35												
	0.45	0.45	1.45			0.45	0.45	0.45			0.45	1.45				1.45		0.45	(blank)	(blank)			45.5	55	0.95												
	0.78	0.78	0.78	-0.22	-0.22						0.78					0.78	0.78	0.78	-0.22	(blank)	(blank)		42.2	48	0.58												
	3.84	3.84	2.84			4.84	2.84	1.84		2.84						2.84		3.84	(blank)	(blank)			21.6	56	3.44												
	0.97	0.97	-0.03	0.97	0.97					0.97				-0.03			0.97	-1.03	(blank)	(blank)			40.3	47	0.67												
	1.16	1.16	0.16									-1.85						0.16	0.16	(blank)	1.16		38.5	34	-0.45												
	0.45	0.45	0.45	0.45	0.45					0.45					0.45		0.45	1.45	(blank)	(blank)			45.5	51	0.55												
	3.09	3.09	2.09	2.09	2.09					2.09					2.09		3.09	4.09	(blank)	(blank)			19.1	46	2.69												
	2.41	2.41	1.41	1.41	1.41					1.41			2.41					3.41	(blank)	(blank)			25.9	47	2.11												
																								60													

[illegible]

Data snapshot – Progress 8 PP

	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ
	Eng Lang	Eng Lit	Maths	Sci Core	Sci Add	Biology	Chem	Physics	Computing	Geog	History	German	Spanish	Art	Business	Drama	Media	Musik	Prod Des	RE	Business BTEC	Science BTEC	Sport BTEC	Exp Art8	Art8	Prog8	AP	Opt A	PP	Ethnicity					
	1.53	1.53	1.26	1.05	1.05	1.80	1.80	2.30	-0.02	2.60	1.23	####	0.28	0.03	2.01	0.98	1.14	####	0.64	0.71	2.86	0.45	1.75	34.69	48.69	1.25	1-AP1	11A Art		Any other Asian b...					
	-0.25	-0.25	-2.25						-0.25							-0.25	0.75		-0.25	-2.25		-0.25		52.5	37	-1.55	2-Mocks	11A Eng	Y	Any other ethnic g...					
	1.69	1.69	1.69	0.69	0.69					2.69	1.69						-0.31		1.69					23.1	39	1.59	3-AP3	11A His		Any other White b...					
	0.75	0.75	1.75			-0.25	-0.25	1.75	-1.25						0.75		0.75		0.75	-1.25			1.25	52.5	61.5	0.9		11A Ma		Bangladeshi					
	1.16	1.16	1.16						0.16								0.16		0.16	-0.85	1.16	1.16		38.5	39	0.05		11A Spo		Black - African					
	0.78	0.78	0.78	-0.22	-0.22						0.78					0.78	-0.22		0.78	-0.22				42.2	48	0.58		11A Cmp		Pakistani					
	3.84	3.84	4.84			3.84	3.84	2.84		3.84							3.84		4.84	4.34			2.84	21.6	63.5	4.19				White - British					
	0.97	0.97	0.97	-0.03	-0.03				0.97					-1.03			0.97		-2.03					40.3	46	0.57				White and Black ...					
	1.16	1.16	0.16	0.16	0.16								-1.85					0.16	0.16				1.16	38.5	42	0.36									
	3.09	3.09	3.09	4.09	4.09					3.09				1.09			3.09		4.09	3.09				19.1	53	3.39									
	2.41	2.41	1.41	1.41	1.41					2.41			2.41			2.41			4.41					25.9	49	2.31									
	1.26	1.26	0.26	1.26	1.26				1.26						3.26		1.26		2.26	-0.74				27.4	41	1.36									

Eng Set

11 Eng1

11 Eng2

11 Eng3

11 Eng4

11 Eng5

Maths Set

11 Ma1

11 Ma2

11 Ma3

11 Ma3.5

11 Ma4

11 Ma5

Sci Set

11 Bo Sci

11 BTEC Sc

11 Le Sci

11 Qu Sci

11S1

RE/PE Set

11PR1

11PR2

11PR3

11PR4

Opt A

11A Art

11A Eng

11A His

11A Ma

11A Spo

11A Cmp

Opt B

11B DT

11B Geo1

11B Geo2

11B His

11B Ks

Opt C

11C Art

11C Bus1

11C Bus2

11C Dra

11C Ma

11C Mus

11C Eng

Opt D

11D Ger

11D Me1

11D Me2

11D Me3

11D Spa

PP

Y

FSM

N

Y

EAL

N

Y

AG&T

Y

SEN Status

K

R

E

N

Reg Group

11B

11E

11S

11T1

Ethnicity

Any other Asian b...

Any other ethnic g...

Any other White b...

Bangladeshi

Black - African

Pakistani

White - British

White and Black ...

Gender

F

M

% Attendance

100

85.9

88

93.2

93.6

97.4

98.3

98.7

Focus Gp

Y

[illegible]

A passion for quality teaching and learning



- Bulletins celebrating excellence (show examples)
- A desire to be excellent
- Teaching leads (metacognition, differentiation, independence, literacy)
- Coaching for excellence especially interns and NQTs



Filling buckets!

- Curriculum fit for Progress 8
 - Triple science
 - English and maths time and intervention
 - Computer science
 - Other languages
 - No Btecs

EVERY CHILD MUST ACHIEVE SUCCESS!

Any questions?



Teaching and Learning Bulletins



Microsoft Word
Document



Microsoft Word
Document



Microsoft Word
Document



Microsoft Word
Document



Microsoft Word
Document



Microsoft Word
Document



Microsoft Word
Document



Microsoft Word
Document



Microsoft Word
Document



Microsoft Word
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