

JOHN PAUL II MULTI-ACADEMY DEVELOPMENT PLAN (ADP) SPRING 2014 to SPRING 2015.



John Paul II Multi-Academy

Bishop Walsh Catholic School
Holy Cross Primary School
St Joseph's Primary School
St Nicholas' Primary School

**Registered in England and Wales:
No. 08706247**



**Catholic Schools in Sutton Coldfield working together to
serve all pupils in our care.**

Key Priorities

- 1. Launch**
- 2. Joint Project on Catholic Life**
- 3. Improving Standards, achievement and the quality of teaching**
- 4. Shared pay and appraisal policy by Sept 201**
- 5. ICT Provision**
- 6. Harnessing Provision Strategy**

Key Priority 1

MAC Launch

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
<p>STAFF: All staff in the John Paul II MAC to share training day at Bishop Walsh Catholic School on 2nd June 2014.</p>	<p>Principals to work on format of the day which will consist of:</p> <ul style="list-style-type: none"> • Staff Mass • Explanation of the Academy Development Plan (ADP) • Showcasing best practice in each school • Networking activity with the outcome staff voice about how they can contribute to ADP 	<p>All staff One of priest chaplains to say Mass</p>	<p>Planning in Principals meetings before June 2nd</p>	<p>Time Cost of shared lunch Agenda items at committee of Principals meetings</p>	<p>Principals to assess impact and how day has led to outcomes which support the rest of the ADP. This reported to BOD in July 2014 meeting.</p>	<p>The essential first step to staff meeting and learning from each other with tangible pupil outcomes embodied in the ADP in year 1 of the JPIIMAC.</p>
<p>PUPILS: All pupils in the John Paul II MAC to attend and participate in the Sacrament of the Eucharist at Bishop Walsh Catholic School share training day at Bishop Walsh</p>	<p>Schools leaders (Deputy Principals?) in charge of the catholic life of the school to plan Mass with school chaplain's. Worship includes: Participation in some significant way by each school in one of the lay ministries with an after communion reflection</p>	<p>All staff/students Fr. Neil has already asked the Vicar general to say Mass for us on 19th June and he has accepted this invitation.</p>	<p>Planning for leaders i.c. catholic life before June 19th. Practices for pupils so they can participate in and enhance</p>	<p>Time Sports Hall at BW and if possible the logistics of having Mass outside. Agenda</p>	<p>School Leaders to assess impact of event as a template for future worship together and other joint events. All Directors to be invited to Mass and impact of</p>	<p>Thanking God for our working together through prayer. A feeling of belonging to the JPIIMAC as a vehicle for catholic education in Sutton Coldfield. Another chance for</p>

Catholic School on 19 th June 2014.	that includes a collaboration between pupils in all four schools. Plan to be reported to Principals in meeting in May 2014		worship/	items at committee of Principal meetings	event can be discussed in BOD July 2104 meeting.	staff across the MAC to work together and lead to many events which will impact positively on the spiritual life and progress of pupils.
Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
PARENTS: All parents in the John Paul II MAC to be able to access a JPIMAC website with links from their own children's school.	Persons responsible for website in each school to agree format and then talk this through with Principals for launch. ICT provision team to allocate staff to set up, maintain and develop website.	Principals. Persons responsible for website and ICT in schools.	Launch for Summer Term 2014.	Meeting and development time.	On-going basis by all stakeholders in the JPIIMAC. Termly meetings of staff i.c. websites in four schools.	Access to information which will help parents directly support their children. Enable potential quality employees to gain attractive view of JPIIMAC

Key Priority 2 To promote the Catholic Life of John Paul II MAC

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
Ensure a clear vision of Catholic life across the MAC	<ul style="list-style-type: none"> • Express clear vision for each individual school and across MAC at INSET Day (2.6.14) • Staff retreat/reflection session 	<ul style="list-style-type: none"> • Principals/ RE/Leaders/ Parish Priests • All staff 	By May half term By July 2014	<ul style="list-style-type: none"> • Meeting time with appropriate personnel • Parish Priest /Chaplaincy team time • Staff Meeting time • Agenda items at committee of Principals and BOD meetings 	<ul style="list-style-type: none"> • Pupil questionnaires/ feedback • Principals and Senior leaders through monitoring in lessons and worship in schools • Feedback to Academy committees and BOD 	<ul style="list-style-type: none"> • As staff share clear vision of MAC ethos - pupils have clear identity and sense of belonging to both their individual schools and MAC
Plan a Joint Project: A Mission Week across the MAC	<ul style="list-style-type: none"> • Mass for all in MAC community(19.6.14) • Exploring ways to work across MAC - pupil questionnaires/discussion group • Agreed theme for week – competition for pupils to create appropriate slogan/logo for the week • Contribution to Parish liturgy e.g. Prayers of Intercession at Sunday Mass before Mission Week • Activities to promote the faith life of the JPIIMAC e.g. prayer partners as part of transition - a Year 7 child partnered with Y6 child with an opportunity to meet before September. 	Principals/RE Leaders (All staff) Chaplaincy team Subject leaders Pupils from BW? Support from RE advisor (Maggie Duggan/Yvonne Brennan?)	By Jul 2014 By July 2014 By July 2014 and then from Sept 2014 By July 2014	<ul style="list-style-type: none"> • Planning time at both school and MAC level • Cost of time from RE advisors • Staff Meeting time • Agenda items at committee of Principals and BOD meetings 	<ul style="list-style-type: none"> • Pupil questionnaires/feedback • Feedback to Academy committees and BOD • Quality of pupil led collective worship (monitoring) • Charity actions agreed – support given to charities 	<ul style="list-style-type: none"> • Pupil voice – contribution to decisions regarding faith life of JPIIMAC • Pupils planning appropriate collective worship for peers • Children have clear understanding of identity of JPIIMAC through agreed slogan/mission known and understood by all • Positive contribution to life

	<ul style="list-style-type: none"> • Workshops to support Collective worship opportunities planned by children • Collective Worship sessions led by children – initially in own schools (later across schools) • Agreed Charity project across JPIIMAC (local and/or abroad) – spiritual, practical and financial support 		From Oct 2014	<ul style="list-style-type: none"> • Time for outside speakers to talk about work of charities being supported 		<p>of Parish</p> <ul style="list-style-type: none"> • Positive contribution to society through agreed charity project(s)
Improve quality of Prayer life of JPIIMAC	<ul style="list-style-type: none"> • Staff INSET re different types of Prayer • School focus on prayer. Each school creates own prayer book with different themes and also traditional age appropriate prayers (as advised by Diocesan Education Service)) 	Subject leaders/RE advisors (All staff)	From Oct 2014	<ul style="list-style-type: none"> • Staff Meeting time • Cost of time from RE advisors • Staff Meeting time • Agenda items at committee of Principals and BOD meetings 	<ul style="list-style-type: none"> • Monitoring of Collective Worship/prayer by Senior leaders • Feedback to Academy committees and BOD 	Pupils have clear understanding of different types and purposes of prayer and create their own prayers in MAC /School prayer books created and published
Appreciation that we live in a diverse Society	<ul style="list-style-type: none"> • Speakers from other religions/cultures • Opportunities for questioning and discussing similarities and differences between different cultures and faiths • Visits to other places of worship • Themed/cross curricular week planned to explore different themes of different cultures and faiths 	Principals and Subject leaders	From Jan 2015	<ul style="list-style-type: none"> • Staff Meeting time • Cost of trips and outside speakers • Any necessary artefacts /class resources • Staff Meeting time • Agenda items at committee of Principals and BOD meetings 	<ul style="list-style-type: none"> • Monitoring of teaching sessions by Senior Leaders • Feedback from pupils and visitors 	<ul style="list-style-type: none"> • Better understanding and appreciation of the diverse society we live in through deeper knowledge of other faiths and cultures

Key Priority 3 Improving standards, achievement and the quality of teaching

Impact on outcomes for children.

By the end of 2016:

All schools will be collaborating with each other to share best practice at all levels (i.e. not just leadership)

All schools to have made sustained improvements to progress measures for core subjects

The quality of teaching will be judged as outstanding overall for each school in the MAC

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation
To develop and share best practice in teaching and learning within and between schools	To start collaboration between teachers in the MAC	Principals and Deputies to plan INSET day.	Summer 2014	INSET 2/6/14	Director to attend INSET day? Feedback from staff
	Staff to visit each other's schools to observe and share best practice. All schools will need to set at least one INSET day which does not coincide with others in the MAC	Principals to agree and set propose INSET dates	Autumn 2014	0.5 INSET in partner school, 0.5 INSET day in own school 2014/15	SLTs to coordinate feedback. SLT lesson observations
	Coordinate INSET and staff meetings to enable phases/ year groups to meet and collaborate.	Principals	Summer 2014	3 INSET days to be set across the MAC for 2014/15	Report back to Board of Directors
	Create a teaching and learning group across the MAC	Principals to identify personnel	Spring 2014	Half day release time for each teacher per term. £1200 per year	

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation
To secure sustained improvements in achievement across the four schools	Principals to provide support and challenge for each other's school self evaluation process through a SIP style conversation.	Principals	Autumn 2014	Part of MAC HT development day.	Report back to Board of Directors?
	Principals to visit another school in the MAC, conduct a shared learning walk and get to know the school.	Principals	Summer 2014	0.5 day in partner school each.	Report back to HT/ Principal Committee.
	Key staff in KS3 to observe and meet with Year 6 staff regarding teaching English language skills across the curriculum.	Bishop Walsh SLT + Y6 teachers	Spring 2013	0.5 day in school for each of identified BW staff.	BW SLT receive feedback. Learning walk/ lesson observations
To develop and improve the curriculum to ensure it allows learners to reach their full potential	Deputy Principals to work across the schools to review and adapt the curriculum for September 2014. How could we support BW with changes to curriculum?	Deputy Principals	Summer 2014	Management time for meetings 1x per half term	Report back to Principals.
	SENCOs to collaborate to improve provision for children with SEND across the MAC.	SENCOs/ Inclusion Managers from each school	Summer 2014	0.5 day per half term SENCO time	Feedback to SLT

Key Priority 4

Shared pay and appraisal policy by Sept 2014

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
<p>A common JPIIMAC pay and appraisal policy that unifies the four existing school polices and takes best practice from each of them. This includes all teaching and support staff across the JPIIMAC. In this target we must be mindful of the new arrangements for the appraisal of teachers pay on the School Teachers' Pay and Conditions Document 2013 and 2014 (STPCD) which all schools and academies must follow.</p>	<ul style="list-style-type: none"> Principals to work on suggestions shared by John Farrell (JBF) based on the work done on a new pay and appraisal policy done at Bishop Walsh Catholic School in readiness for the 2103-14 academic year. JBF can share experiences of how it is working in order to inform the formulation of a new policy. New policy presented to each staff at INSETs in each school. All four principals to present this policy. 	<p>All teaching and support staff</p>	<p>Planning in Principals meetings before Easter 2014</p> <p>Proposed to BOD for discussion and ratification in May 2014</p> <p>Shared with staff in each school first as a proposal in the first half of the summer term 2014 and then actual policy explained to staff in second half of summer term 2014.</p>	<p>INSET Time of each individual school</p> <p>Agenda items at committee of Principals and BOD meetings</p>	<p>Principals/staffing committees of each AC (Academy Committee) to assess impact and how pay appraisal policy leads to decisions made about pay progression. ARs (Academy Representatives) who are Directors report to BOD once a year to assess the end to change policy for next academic year.</p>	<p>Making sure that all teaching is at good or better through a rigorous and fair pay and appraisal policy. Consequently making sure that those in the JPIIMAC who support teachers provide support that is at least good or better.</p>

Key Priority 5 ICT/ Computing Provision Strategy for MAC

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
<p>All schools in the John Paul II MAC to share current ICT/ Computing provision</p>	<p>Audit resources in all schools considering: Range of resources Condition of existing resources Staff competence/ confidence Produce an evaluation of resources report. Set a minimum benchmark for computing across the MAC including: A minimum infrastructure (e.g. wireless network capability) Maintainable level of operational system (e.g. all using Windows 7) Minimum level of staff confidence that all need to achieve. Audit software licensing – explore possibility of buying global user licences across the MAC Evaluate equipment needed to support ICT/ Computing across the MAC (e.g. printers, phones, copiers). Audit length of outstanding contracts and record in report. Plan to move to cloud solution for MIS/ student usage for MAC.</p>	<p>Steve Rice Computing leaders in schools</p>	<p>Audits/ evaluations from March 2014 onwards</p>	<p>Time Cost of technician visits to schools Agenda items at committee of Principals meetings</p>	<p>BOD to assess financial savings and potential improvement in services and provision when making decisions. Principals and key staff to monitor improvements in teaching of Computing</p>	<p>Financial savings will enable more/ higher specification resources to be purchased Staff training and CPD will ensure that all children in the MAC receive stimulating lessons and high quality teaching. Staff and children will experience an efficient, fast service, enabling maximum teaching and learning time.</p>

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
To review and improve ICT technician service across the MAC	Review services required at each individual school and across the MAC in the current climate and in the future. Review the capacity to be able to support ICT across the MAC	Steve Rice and Computing leaders in schools Principals Directors	Reviews to begin from March 2014 onwards	TBC when needs are agreed and budget planning concluded in Sept 2014	BOD to assess financial savings and potential improvement in services and provision when making decisions	Using trusted and familiar technicians, who have a knowledge of all settings in the MAC, will ensure an efficient and consistent service for children and their teachers.
Explore the development of a MAC VLE	Audit current practice in each school. Agree need and capability in each school Bishop Walsh taking on Moodle explore possibility of primaries paying BW to be users, rather than pay BCC Establish working party to develop and coordinate potential VLE Agree on one MAC VLE or one sub-sectioned in to four schools, with resources mirrored across each schools area.	Steve Rice and Computing leaders in schools Principals Directors	From September 2014, depending on establishment of Moodle at Bishop Walsh	Cost of establishing Moodle at Bishop Walsh. Cost for primaries paying for individual users. Time to establish and maintain a VLE	Principals and key staff to monitor effectiveness and use of VLE through questionnaires; feedback from staff and children.	Improved communication of key information across the MAC will impact positively on provision. Children and their parents will benefit from the availability of greater support/information at home.
Develop the use of tablets and mobile technology across the MAC	Audit the main infrastructure and capability in each setting. Explore possible funding solutions for tablets. Explore possibility of purchasing a bank of tablets and sharing across MAC for set periods. Plan CPD considering varying needs of each key stage. Explore cross school (e.g. training for Y5 – Y8)	Steve Rice Computing leaders in schools Principals/ Vice Principals	From March 2014 onwards	TBC when needs are agreed and if this year's budget can support. Also built in to budget planning in Sept 2014	Principals and key staff to monitor use of mobile technology, ensuring cross curricular approach and equal use for all groups.	New learning experiences/ APP based learning will impact positively on children's learning and progress.

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
Explore funding possibilities/ secure funding for projects	Explore community based funding projects. Explore the option of accessing 'Awards for All' grants as a MAC rather than individual settings. Look for specific ICT grants, from the business sector	Steve Rice Computing leaders in schools Principals/ Vice Principals	From March 2014 onwards	Time to locate and apply for funding	Successful applications to be reported to BOD Impact of funding to be evaluated by Principals and key staff	Children's learning will benefit from improved resources and provision

Key Priority 6

Harnessing Provision Strategy

Target	Actions	Personnel	Timescale	Costs/ resources	Monitoring/ evaluation	Impact on outcomes for children.
Harnessing Provision Strategy Collaboration between key members of staff and Economies of scale and procurement in the negotiations with providers.	To explore costs and Service level agreements for : <ul style="list-style-type: none"> • Grounds maintenance contractors • Energy providers • Telecommunication providers • Link2ICT service and requirements • Window cleaners • ICT technician and support 	<ul style="list-style-type: none"> • Office & finance staff with SLA knowledge • Principals • Directors 	When contracts are coming to an end / renewal From April 2014 onwards	Individual to each SLA Agenda items at committee of Principals meetings	BOD to assess financial savings and best value when making decisions.	Financial savings will have an impact onto freeing up money in other budget areas for provision for all MAC pupils
The collaboration and forward planning and streamlining of services to utilise of current MAC employees to fulfil roles of some services	Attendance officer Joint staff- <ul style="list-style-type: none"> • cover supervision, • shared pool of quality supply staff 	<ul style="list-style-type: none"> • Office & finance staff with SLA knowledge • Principals • Directors 	When contracts are coming to an end / renewal From September 2014 onwards	TBC when budget planning in Sept 2014		Schools ability to have a positive impact on attendance and issues affecting MAC families, increase attendance figures.