

Federation Improvement Area 1: To better understand stakeholder views and communicate more effectively (SEF 2) - JL			Success Criteria: 1. Better meet the needs of all stakeholders 2. Establish improved Channels of Communication 3. Develop and disseminate a FBCS Corporate image		
ACTION	PERSONNEL	RESOURCES	TIMELINE	EVIDENCE	IMPACT
Create a FBCS Student Council	JL/JR	Time, transport, venue £200	Autumn 2010	Formation Minutes of meetings	Increased involvement of student body in decision-making
Establish timetabled student voice meetings	JL/JR	Time, transport, venue £200	Autumn 2010	Formation Minutes of meetings	Improved channels to best listen to student voice
Establish a programme of FBCS events	EP, all Head	Time, transport, venue £100	Spring, 2011	Events	Increased awareness/exchange of ideas.
Develop forums for FBCS staff to meet and share ideas	FT/LS	Time, transport, venue £200	Autumn 2010	Meetings Reports of ideas to improve practice	Improved sense of common purpose and mutual support
Introduce structures to best understand parental voice	LS/FT	Time and venue £200	Spring 2011	Reports of parental views	Increased responsiveness to parental wishes
Produce a regular FBCS Newsletter	EP, all Heads	Time and production costs. £1k	Summer 2011	Newsletters	Improved knowledge of and contact with all stakeholders
Improve and link school websites	AW	Time. Set-up + maintenance costs. £8k	Autumn 2011	Websites	Develop community view of a single Catholic provider
Examine and analyse corporate image of FBCS and present proposals for re-branding	EP, all Heads	Time. Re-branding costs. 2011-12 budget	Autumn 2011	Proposals	Present, nurture and promote the notion of a single Catholic provider

Federation Improvement Area 2: To raise achievements and standards (SEF 3) - <u>JR</u>			Success Criteria:		
			<ol style="list-style-type: none"> 1. All to understand current levels of performance 2. Attainment and progress - in line with National expectations 3. Improved data (use of), ICT and accountability 		
ACTION	PERSONNEL	RESOURCES	TIMELINE	EVIDENCE	IMPACT
Analyse present levels of performance at all key stages	GB, JR, RW - Borough School Improvement	Time, venue, admin	Summer 2010	Borough documentation	Senior leaders and governors to own current levels of performance
Devise and implement a FBCS self-evaluation system	FT/LS	Time, admin £100	Spring 2011	SE system in place	All will know and meet the required standard
Develop and fully-integrate a FBCS PM system with the self-evaluation procedure	FT/JR	Time, admin £100	Autumn 2011	PM system in place	All will be accountable for their performance
Create and deliver a FBCS assessment policy	JL/JR	Time, admin £100	Spring 2011	Assessment Policy in place	Assessment will be owned and drive progress
Produce and introduce a FBCS tracking system	AW	Time, admin £100	Autumn 2011	Tracking system in place	Student progress will be consistently tracked: EY-KS5
Audit data needs and deliver an effective centralised data analysis system	All Heads, DOBO	Time, personnel £1k	Autumn 2011	Centralised data system in place	Data will be accurate, readily available to stakeholders and facilitate improvement
Assess ICT provision, produce a vision for improved performance/connectivity and implement	EP, all Heads	Big bucks - BSF/DCF	Autumn 2011	Improved ICT system in place	ICT will be consolidated, synchronized and enhanced

Federation Improvement Area 3: To improve the quality of provision. In particular: <ul style="list-style-type: none"> • the impact of teaching • the curriculum • and care, guidance and support on standards, personal development and well-being of learners (SEF 5) - FT			Success Criteria: <ol style="list-style-type: none"> 1. All lessons to be judged as 'good' 2. Curriculum to gain Ofsted 'good'/'outstanding' classification 3. Care, guidance and support to gain Ofsted 'outstanding' classification 		
ACTION	PERSONNEL	RESOURCES	TIMELINE	EVIDENCE	IMPACT
Plan and implement FBCS Inset Day(s)	JR/JL	Time, venues, admin., £3k	Autumn 2010	Inset Day Follow-up activities	Common purpose and collective responsibility
Develop a structure of cross key stage achievement raising groups (Rs)	FT/AW	Time, venues, admin £3k	Autumn 2010	Group activities Minutes of meetings	Disseminating ideas and consistency of approach
Produce a FBCS Curriculum Policy	AW	Time, venue, admin £100	Spring 2011	Policy	Common Catholic philosophy, transparency and ownership
Produce a FBCS Catholic Pastoral Care Policy	FT/JR	Time, venue admin £100	Spring 2011	Policy	Common Catholic philosophy, transparency and ownership
Audit and assess the potential of centralised Individual Needs Provision	EP	Time, venue, resources £2k	Autumn 2010	Audit Report of recommendations	Standardisation - increased efficiency and effectiveness
Consider and where appropriate make cross-school appointments (inc: cover provision)	EP, all Heads	Inset. Transport	Summer 2011.	Appointments in place	Improved consistency of classroom practice

Federation Improvement Area 5: To develop increased leadership and management capacity and raise their impact on outcomes for learners and the quality of provision (SEF 6) - <u>EP</u>			Success Criteria: 1. Leadership and Management to gain an Ofsted 'good'/'outstanding' judgment 2. Governance to gain an Ofsted 'good'/'outstanding' judgment 3. Gain the Governor Mark		
ACTION	PERSONNEL	RESOURCES	TIMELINE	EVIDENCE	IMPACT
Devise, share and own a FBCS leadership structure	EP, all Heads	Time	Autumn 2010	Organisation Chart	Clarity of who, what and how. Increased accountability
Produce and disseminate a FBCS Improvement Plan (FIP)	EP, all Heads	Time	Autumn 2010	FIP	Clear vision owned by all
Collate, analyse and integrate individual school improvement plans and SEF documentation	EP, all Heads, SIPs, Govs	Time £100	Summer 2011	SIP and SEF documentation	Single and transparent vision Clear and owned self-evaluation
Establish a Professional Executive Group (PEG)	EP, all Heads	Time	Autumn 2010	TT meetings	Improved collaborative working
Deliver senior leadership CPD	EP, all Heads, consultants	Time £3k	Ongoing	Course completion	Innovative thinking
Audit, evaluate and improve Governance	EP, Chair and AW	Time £2k	Easter 2011	Governor Mark	Governance graded at least good in all inspections

Income: Leadership Development Grant - £25k

Expenditure: as above - £24 600

Contingency: £400

Dr Alan Lee
Executive Principal
12 December, 2010