

Priorities for The Evolve Trust Strategic Action Plan : Summary

The Evolve Trust will focus on a range of priorities over the next four years; centrally, there will be 3 main areas of focus:

1

THE CENTRAL TEAM

The role of the 'Central Team' is to be clearly defined; this includes back office functions, as well as delivery support (curriculum, teaching & learning, CPD), and capacity for intervention and/or growth. The team at the centre may also use the existing expertise in individual academies in the Trust to develop optimum school to school support. The Evolve Trust to have a clear funding strategy, and to identify demand and develop the Central Team accordingly.

2

STRATEGY FOR GROWTH

The Evolve Trust to have a defined strategy for growth, understanding the need to build capacity in advance of new academies joining, and preparing for the challenges of different types of academies joining the MAT (start up, sponsored & converters in both phases). The Evolve Trust to have a clear understanding of the impact that different types of academy joining will have on its overall leadership and governance. The Evolve Trust to have a plan for optimum geographical coverage and to be prepared to say "no" where relevant.

3

COMMUNICATIONS

The Evolve Trust to be fully cognisant of the importance of communicating its core vision, using all forms of media, and to develop strong brand which is used consistently. The Evolve Trust to develop both proactive and reactive systems for marketing, PR and media handling, and to be able to influence key stakeholders.

1

VISION & VALUES

The Evolve Trust to have a clear and compelling vision for the future. All stakeholders to be clear about, and be able to articulate, the moral purpose of the trust, its mission and its values. All stakeholders to share an understanding of what it means to be part of the Evolve Trust, including those elements that are non-negotiable.

2

ACHIEVEMENT

Achievement in the Evolve Trust academies will build on the previous personal best, with year on year improved progress and outcomes for pupils / students of all abilities.

3

QUALITY ASSURANCE & DATA

The Evolve Trust to have available a wide range of both qualitative and quantitative data to develop clear methods of assessment, both of individual academies and of the trust as a whole. The Evolve Trust to have robust peer review systems, ensuring that risks are effectively and swiftly managed, and intervening where performance levels drop below expected standards, the trust academies will build on the previous personal best, with year on year improved progress and outcomes for pupils / students of all abilities.

The Evolve Trust will concentrate as a group of academies over the next four years on 6 key areas:

4

FINANCIAL STRATEGY & CONTROL

The Evolve Trust to have transparent and clear systems for ensuring financial probity, having access to accurate and timely management information to ensure effective budgeting. The Evolve Trust to make efficient use of economies of scale, achieving best value for top-sliced funds, and to pursue alternative revenue streams to benefit the trust as a whole (e.g. providing services beyond the trust itself). A sustainable educational & business plan will be in place that supports the academies to meet their core objective of delivering outstanding education for every child.

5

GOVERNANCE

The Evolve Trust to have a scheme of delegation which clearly defines responsibilities of the various levels of governance (Members, Trustees, Local Governing Body). All members of governances at all levels to be clear about their responsibilities, and to have access to relevant training and information to support their defined roles. Leadership and governance across the Trust will be outstanding and succession planning effective in securing leaders of a high calibre across the Evolve Trust.

6

WORKFORCE STRATEGY

Recruitment, training and development of the workforce of leaders, support staff and administrators will result in an outstanding provision to all of our pupils/students. The trust to have in place a workforce strategy that seeks to recruit, retain & develop all staff at all levels, promoting from within wherever possible and being able to deploy staff to where they are most needed. The trust to provide high quality, appropriately accredited training and development opportunities, and career support. Key roles throughout the trust to have succession plans in place.

School Improvement Activities

Subject specific support including moderation and validation activities

Professional learning and development lead and support

Support around QA areas

Learning and coaching

Learning and teaching research

Learning and teaching competency lead

Learning and teaching competency monitoring lead

Leadership competency coaching / monitoring

Professional Learning and Development pathways 1 - 7

Leadership coaching

Link meetings for Headteachers/ Pupil Premium champions

Careers, marketing and community links

Quality Assurance

Data

Underperforming cohorts

Operational Plans (Transition to Transformation)

SEF

QA files

OFSTED ready

Governors meetings

Senior Leadership Team

Middle Leaders

Attendance

Behaviour

Staff and wellbeing

Professional Learning and Development

Finance

HR

Kite mark validations

Support through

CEO

Director of School Improvement

Director of Finance

Director of Marketing and Community Engagement

HR

Lead Practitioners

Trust Headteachers

Trust Executive Team

Evolve Alliance members

Wider networks

Additional Support

Any additional support will be beyond the core offer and subject to need, capacity and discussion.

