

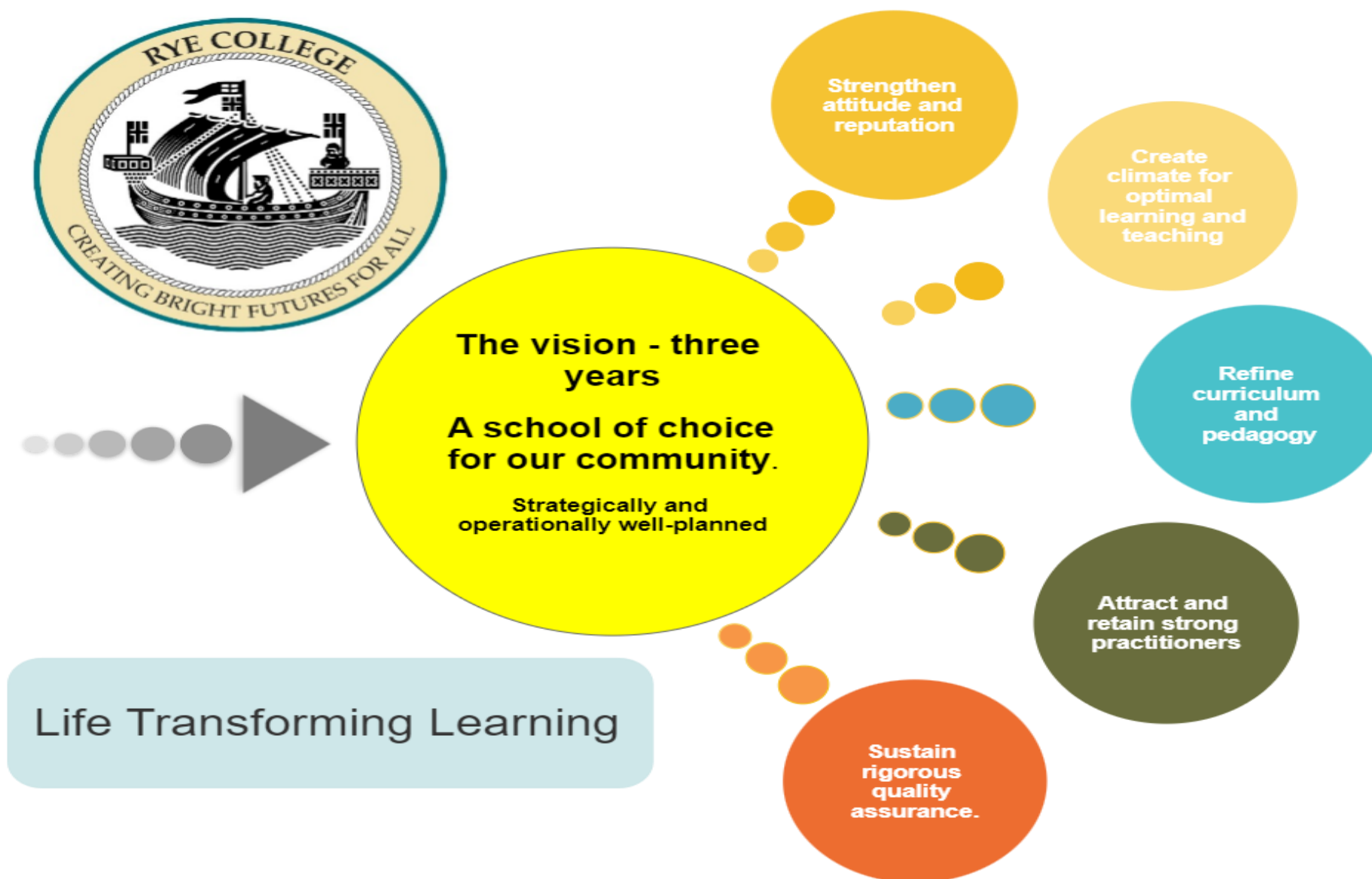
# ***Rye College***

## **IMPROVEMENT PLAN 2022-23**

**February 2023**

*Headteacher – Mr. D. Downes*







Part A: Effective education

Objective	Intent	How this will be achieved	Desired impact
Refine curriculum and pedagogy	<p><i>Ambitious curricula delivered through meticulous pedagogical practice give all children and young people the knowledge, skills and cultural capital needed to succeed in life.</i></p> <ol style="list-style-type: none"> <li>1. Improve effectiveness of teaching and the curriculum</li> <li>2. Define explicitly the essential knowledge required to answer essential questions within the curriculum</li> <li>3. Increase students' levels of independent learning and response to feedback</li> <li>4. Increase ALL students' progress through refined curricula</li> <li>5. Refine curricula to reflect diverse and inclusive values of College</li> </ol>	<ul style="list-style-type: none"> <li>• Deliver CPLD programme, using Walkthrus and evidenced informed strategies, focused on scaffolding, guided learning and independent learning</li> <li>• Audit, amend and refine curriculum plans to ensure lessons support increased independent learning</li> <li>• Design and complete knowledge organisers for each unit of work</li> <li>• Secure agreed approaches to feedback (related to knowledge organisers/assessment objectives)</li> <li>• Deliver vocabulary strategy across all curriculum areas</li> <li>• Deliver the 'More Able' strategy</li> <li>• Improve and increase use of 'tilting' within lessons</li> <li>• Engage with and implement Trust wide EDI action plan</li> </ul>	<ul style="list-style-type: none"> <li>• All students' attainment show they know more and they retain more</li> <li>• All students' progress is in-line with or above curriculum expectations</li> <li>• Students' work evidences increased progression</li> <li>• Students engage with views, beliefs and opinions that are different from their own in considered ways.</li> <li>• Students will be equipped with knowledge and skills that demonstrates their cultural awareness that enables them to be successful in society, their career and the world of work</li> </ul>
Create the climate for optimal learning	<p><i>Positive mental health, well-being, respect for learning and assertive action to address disadvantage enable equality of opportunity for all children and young people.</i></p> <ol style="list-style-type: none"> <li>1. Increase expectations of behaviour across the school through the consistent application of the behaviour management policy</li> <li>2. Implement a well thought out SEND strategy based on</li> </ol>	<ul style="list-style-type: none"> <li>• Use conduct data at all levels to plan, implement and evaluate intervention</li> <li>• Embed knowledge and understanding for all stakeholders of college's expectations and values</li> <li>• Collect, analyse and respond to stakeholder voice regularly.</li> <li>• Deliver effective Pupil Premium</li> <li>• Deliver effective SEND Strategies</li> <li>• Audit, review and refine all student level policies and processes to secure inclusivity</li> </ul>	<ul style="list-style-type: none"> <li>• Number of fixed period suspensions is in-line with the County average</li> <li>• Staff are well trained and empowered to deal with instances of poor behaviour</li> <li>• Students requiring support are targeted in a timely and appropriate way</li> <li>• Vulnerable groups and students benefit from implementation and application of targeted support</li> <li>• Stakeholders report positively about the College and its culture.</li> <li>• All students are confident readers able to access their curriculum entitlement</li> </ul>



	<p>effective proven strategies and rigorous review</p> <ol style="list-style-type: none"> <li>3. Implement a well thought out pupil premium strategy based on effective proven strategies and rigorous review</li> <li>4. Improve students' personal development through consistent application of the SEMH strategy</li> <li>5. Promote equity through an inclusive College procedures and processes</li> </ol>	<ul style="list-style-type: none"> <li>• Increase provision and effectiveness of the reading strategy</li> </ul>	
Strengthen attitudes and reputation	<p><i>Aspirational attitudes to learning together with high attendance lead to, and result from, a reputation as a first-choice provider of education amongst families and wider community.</i></p> <ol style="list-style-type: none"> <li>1. Communicate with families effectively about their children's learning and well-being, and the College's progress</li> <li>2. Develop students' understanding and engagement with Rye values</li> <li>3. Engage positively with the local community and key stakeholders.</li> <li>4. Strengthen and increase expectations around attendance.</li> </ol>	<ul style="list-style-type: none"> <li>• Deploy alternative provision strategically</li> <li>• Delivery of a student rewards system</li> <li>• Embed Rye values in culture of college</li> <li>• Deliver tutor programme supporting delivery of PSHE/RSHE, celebration culture and Rye values</li> <li>• Deliver interventions for persistent absentees, using WPA, effectively</li> <li>• Deliver proactive attendance interventions, using Attendance officer, effectively</li> <li>• Promote attendance holistically in all communications with families</li> </ul>	<ul style="list-style-type: none"> <li>• Families are confident that they are able to locate and access information regarding their children and the College's progress</li> <li>• Students' positive actions are celebrated and acknowledged</li> <li>• Attendance has improved to be in-line with national average</li> </ul>
Sustain rigorous	<p><i>Practises and processes that systematically monitor all aspects of our work through scrutiny, audit</i></p>	<ul style="list-style-type: none"> <li>• Deliver the quality assurance calendar/programme – quality of education,</li> </ul>	<ul style="list-style-type: none"> <li>• Colleagues at all levels know the impact of their planned actions and are continuously developing their practice to improve impact.</li> </ul>



quality assurance	<p><i>and review are used to detect, assess and correct variations outside agreed standards.</i></p> <ol style="list-style-type: none"> <li>1. Evaluate and adjust the curricula and pedagogical approaches as a result of quality assurance cycle</li> <li>2. Robust quality assurance drives improvement across all aspects of the college's work</li> </ol>	<p>personal development, behaviour and attendance, leadership</p> <ul style="list-style-type: none"> <li>• Secure middle leaders' evaluation and adjustment of their planned activities through QA</li> <li>• Develop IFRE process and programme</li> </ul>	
Attract and retain strong practitioners	<p><i>High performing individuals at every level of the organisation result from a sustained investment in recruitment, performance management and professional development.</i></p> <ol style="list-style-type: none"> <li>1. Recruit, develop and retain high quality colleagues</li> <li>2. Embed Culture of Better practice into teaching practice through the CPLD and appraisal process</li> <li>3. Support colleagues, including those who are in their early career, using effective mentoring, professional coaching, and training provided internally and externally</li> </ol>	<ul style="list-style-type: none"> <li>• Refresh recruitment pack</li> <li>• Deliver consistent on-boarding and induction programme for all new staff</li> <li>• Deliver careers pathways programme – increase access to NPQs</li> <li>• Review associate colleague structure, job descriptions, appraisal and performance management processes/policies</li> <li>• Review all college procedures to ensure they are fully inclusive.</li> <li>• Engage with Trust wide review of appraisal and performance management policies</li> <li>• Deliver ECT training programme, focusing on high quality instructional coaching, deliberate practice, regular observation and professional networking</li> </ul>	<ul style="list-style-type: none"> <li>• All colleagues understand their roles and responsibilities</li> <li>• Colleagues are competent, empowered and reflective, owing to CPLD and appraisal processes</li> <li>• Develop and retain highly-skilled ECTs</li> </ul>



Objective	Desired impact – End of Year 2	Desired impact – End of Year 3
Refine curriculum and pedagogy	<ul style="list-style-type: none"> <li>All students – including more able, SEND, disadvantaged benefit from an effective and aspirational education</li> <li>Choices at KS4 has widened to incorporate an additional option</li> <li>Religious Education curriculum is taught by experts and RE GCSE is offered</li> <li>Values and EDI enrich our curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Key Stage 3 curriculum is refined after a full cycle to ensure increased impact and progression</li> <li>Student APS 50+</li> </ul>
Create the climate for optimal learning	<ul style="list-style-type: none"> <li>Students' behaviour actively supports their learning and growth as individuals</li> <li>Strategic spending of ring-fenced monies enhances the universal provision</li> <li>Students are supported by a comprehensive and holistic structure of integrated services</li> </ul>	<ul style="list-style-type: none"> <li>Rye values are fully embedded in the ethos and day-to-day life of the college and its community</li> <li>Students engage, participate and contribute enriching their and others' lives</li> </ul>
Strengthen attitudes and reputation	<ul style="list-style-type: none"> <li>Attendance of all groups is in-line with national average</li> <li>Persistent absence is in-line with national average</li> <li>Rye College attracts 130+</li> <li>There is increasing engagement at all levels from external stakeholders with the life of the school</li> </ul>	<ul style="list-style-type: none"> <li>Attendance for all groups exceeds national average</li> <li>Rye College is a beacon locally and within the Trust</li> </ul>
Sustain rigorous quality assurance	<ul style="list-style-type: none"> <li>Middle leaders drive improvement</li> <li>Leaders, including AAC, have deep knowledge of the impact of the college and innovate for change</li> </ul>	<ul style="list-style-type: none"> <li>A consistent and rigorous QA process ensure development and improvement</li> </ul>
Attract and retain strong practitioners	<ul style="list-style-type: none"> <li>Colleagues are leading and contributing to Trust and county wide projects</li> <li>Colleagues thrive as experts and professionals, supported by a consistent, robust and effective system</li> <li>New appraisal system is implemented</li> </ul>	<ul style="list-style-type: none"> <li>Colleagues are experts, contributing to a thriving Trust</li> </ul>