

# The Bourne Academy Trust

## Strategic Objectives - 2023-26

### Strategic Objective 1 Excellent Teaching & Learning

- Continue to provide a coherent, well sequenced, inclusive curriculum that supports independent practice
- Continue to embed MELC principles through the CPD cycle into pedagogical practice
- Embed the effective use of Knowledge Organisers across the KS3 & KS4 curriculum
- Use Provision Map to build an ongoing holistic understanding of your students and their needs to inform lesson planning and have high expectations of all students
- Use available data and question level analysis to ensure every child is challenged to improve outcomes through responsive teaching
- Continue to review, embed and enhance our literacy strategy through the development of Disciplinary Reading across the curriculum
- To support the Numeracy strategy further by developing cross curricular training.

### Strategic Objective 2 Excellent Behaviour for Learning

- Consistently apply and monitor the TBA Rewards Policy specifically around House points
- All staff consistently apply the Student Behaviour policy including the Behaviour Flowchart
- Consistently apply the TBA First Impression (FIC) and ASPIRE Reward Cards
- Use targeted approaches to meet the needs of high-profile individuals in order to support the fluency of education for all
- To further develop our approach to behaviour and provide opportunities for staff development
- Promote Active Learning through the application of the Teaching & Learning Placemat.

### Strategic Objective 3 Personal Development for All

- Support our community to develop their character through our extended curriculum and the language of ASPIRE competencies in lessons
- Embed our ASPIRE Award
- Further support cultural capital including embedding the Music in Secondary Schools Trust Programme (MiSST)
- Improve levels of Attendance in accordance with statutory guidance
- Through the development of the SMSC curriculum, ensure all students develop an understanding of Relationships & Sex Education, British Values and Protected Characteristics
- Continue to develop our strategy and provision around Mental Health & Wellbeing for the whole Academy community
- As a lead hub school, maintain and develop our nationally recognised outstanding careers strategy and continue to develop work-related essential skills.

### Strategic Objective 4 Impactful Leadership and Management

- All teachers, leaders and managers embed safeguarding practice as an integral part of everyday life
- Work to remove unnecessary workload for teachers and leaders, so they can focus on teaching and their own development
- Governors fulfil their statutory duties and know which strategies make the most impact on raising students' achievement, including Pupil Premium
- Develop an increased effectiveness and capacity of all leaders through the 'Golden Thread' of the ECF, NPQ & other Programmes
- Ensure Student Voice is visible and effective.

### Strategic Objective 5 Excellent Governance & Sustainable Financial Stewardship

- To maintain and develop key external partnerships, including with the Academy's sponsor
- To ensure that the Academy's values of ASPIRE are at the heart of everything we do
- To ensure the continuity of quality teaching and leadership within the Academy
- To provide robust stewardship of the Academy's finances and estates with a focus on sustainable mid- to long-term planning
- To ensure the clarity of the student offering in each element of the Academy
- To provide oversight and challenge in ensuring an appropriate set of Key Performance Indicators (KPIs) are identified, measured and monitored relating to performance and development
- To oversee an inclusive and supportive environment for all
- To seek assurance and provide support in ensuring the Academy's compliance with statutory policies and the advancement of best practice.

Improving attendance is everyone's business