

## KPIs and Action Plan (April 2017- March 2018)

| Core Aims  | KPIs   |
|--|--|
| Improve pupil outcomes   | 1. DTSA Schools' KS2 / KS4 results improve faster than National Average  |
| Improve the effectiveness of schools   | 2. Schools judged Requires Improvement make rapid improvement towards good   |
| Every school has access to high quality trainee teachers                             | 3. Increase the number of school direct trainees to 22   |
| Every school has access to high quality support                                      | 4. Increase the number of SLEs up to 24, with at least 10 in English or Maths<br>5. Increase the number of TSLEs/NLEs to 6<br>6. Increase the number of NLGs to 3  |
| Every school has access to high quality training for teachers, leaders and governors | 7. Increase the number of member schools with teachers engaged in DTSA professional development to 90%<br>8. Increase the number of member schools with leaders engaged in DTSA leadership development to 90%<br>9. Increase the number of member schools with governors in DTSA governor development to 90% |
| Create an effective self-improving, school-led system                                | 10. Increase the number of schools engaged in DTSA to 65   |

| 1. Teacher Training   |   |                     |        |                  |                   |
|---|---|---------------------|--------|------------------|-------------------|
| Aims  | Success Criteria  | Mid-Year Evaluation |        | Final Evaluation |                   |
| 1.1 Increase ITT numbers  | At least 8 secondary and 14 primary school direct trainees start Sep 2018 (KPI 3)                   |                     |        |                  |                   |
| 1.2 Increase pre-ITT engagement numbers   | At least 12 secondary and 21 primary potential applicants engage in taster days and work experience |                     |        |                  |                   |
| 1.3 Establish high quality teaching practice programme                                    | 95% of trainees judge teaching practice to be good or better; 60% outstanding                       |                     |        |                  |                   |
| Actions   |   | When                | Led by | Cost             | Update commentary |
| Increase capacity to recruit and deliver School Direct programme across DTSA member areas |   | May 2017            | MS     | -                |                   |

|   |           |    |                                |  |
|---|-----------|----|--------------------------------|--|
| Develop recruitment programme through engaging member schools focusing on their staff, parent and wider community | June 2017 | MS | £1750<br>(Marketing materials) |  |
| Successfully apply to run Paid Internship for Teaching programme for 20 Year 2 undergraduates                     | Dec 2017  | MS | Grant funded                   |  |
| Develop innovative, high quality teaching practice programme that adds value to UoE programme                     | Sep 2017  | JP | -                              |  |
| Investigate future replacements of School Direct with apprenticeship programme                                    | Jan 2018  | MS | -                              |  |

## 2. Professional Development

| Aims  | Success Criteria  | Mid-Year Evaluation |      |                   | Final Evaluation |
|---|---|---------------------|------|-------------------|------------------|
| 2.1 Increase the number of teachers and support staff engaged in professional development                                 | Increase the number of member schools with teachers and support staff engaged in DTSA professional development to 90% (KPI 7) |                     |      |                   |                  |
| 2.2 Increase the number of leaders engaged in leadership development  | Increase the number of member schools with leaders engaged in DTSA leadership development to 90% (KPI 8)                      |                     |      |                   |                  |
| 2.3 Increase the number of governors engaged in governor development  | Increase the number of member schools with governors engaged in DTSA governor development to 90% (KPI 9)                      |                     |      |                   |                  |
| Actions   | When  | Led by              | Cost | Update commentary |                  |
| Survey schools on their professional, leadership and governance development needs; use to design programmes               | April   | MS                  | -    |                   |                  |
| Hold planning event to engage SLEs / DLEs in course design and delivery of teacher toolkits, NQT programme etc.           | May   | MS                  | £150 |                   |                  |
| Publish comprehensive Professional Development programme to all schools for 2017-2018                                     | June  | MS                  | £150 |                   |                  |
| Engage and recruit high quality governor trainers; develop programme of governor toolkits and other services like reviews | May   | MS                  | -    |                   |                  |
| Co-plan and deliver new NPQs with LSSW; engage DTSA leaders as trainers and facilitators                                  | June  | MS                  | -    |                   |                  |

|   |      |    |       |  |
|---|------|----|-------|--|
| Co-bid with partner TSAs for Teaching and Leadership Innovation Fund to support North Devon schools   | May  | MS | -     |  |
| Co-bid with partner TSAs for Strategic School Improvement Fund to support thematic areas of underachievement  | May  | MS | -     |  |
| Develop an effective Subject Network programme for both primary and secondary schools   | Sep  | MS | £2160 |  |
| Work in collaboration with Kingsbridge Research School to facilitate member schools participation in Innovation Evaluation Grant and similar opportunities    | June | MS | -     |  |
| Increase range of research opportunities through partnership with HEIs; establish a Research and Development Senior Associate role within DTSA to drive this. | Sep  | MS |       |  |

| 3. School Improvement  |  |                         |        |      |                   |
|--|--|-------------------------|--------|------|-------------------|
| Aims   | Success Criteria   | Monitoring Arrangements |        |      | Final Evaluation  |
| 3.1 Increase the number of system leaders at middle, senior and governance levels                          | Increase the number of SLEs up to 24, with at least 10 in English or Maths, increase the number of TSLEs/NLEs to 6, increase the number of NLGs to 3 (KPI 4,5,6) |                         |        |      |                   |
| 3.2 Increase uptake of school-to-school support within DTSA  | At least 40 days StSS undertaken through DTSA  |                         |        |      |                   |
| 3.3 Increase the number of schools engaged in School Improvement Programmes                                | At least 10 primary and 5 secondary complete effectiveness reviews / school improvement programme  |                         |        |      |                   |
| Actions  |  | When                    | Led by | Cost | Update commentary |
| Undertake regular recruitment rounds for all three system leaders  |  | Ongoing                 |        |      |                   |
| Develop pre-NLG designation and recruit across Dartmoor TSA  |  | Sep 2017                |        |      |                   |
| Design and deliver a system leader training and conferences to highlight effective practice                |  | Ongoing                 |        |      |                   |
| Undertake a desktop review of member schools and complete a support plan package for schools most in need. |  | Sep 2017                |        |      |                   |
| Create a system leader directory detailing support services available                                      |  | Oct 2017                |        |      |                   |

|   |          |  |  |  |
|---|----------|--|--|--|
| Strengthen QA procedures for School to School Support                 | Sep 2017 |  |  |  |
| Develop a Social Mobility project, building on 2020 Challenge Project | Sep 2017 |  |  |  |

| 4. Building capacity and quality within Dartmoor TSA   |   |                         |        |      |                   |
|--|---|-------------------------|--------|------|-------------------|
| Aims   | Success Criteria  | Monitoring Arrangements |        |      | Final Evaluation  |
| Increase the number of member schools  | 65 member schools (With at least 15 secondary) (KPI 10)                     |                         |        |      |                   |
| Dartmoor TSA delivers outstanding services to member schools   | At least 90% member schools judge Dartmoor TSA as good; 50% outstanding     |                         |        |      |                   |
| Build knowledge and capacity to deliver services to Dartmoor MAT   | Dartmoor TSA makes effective contribution to new Dartmoor MAT from Jan 2018 |                         |        |      |                   |
| Actions  |   | When                    | Led by | Cost | Update commentary |
| Promote Dartmoor TSA services through a range of media and actively seek to recruit schools within local districts that do not belong to a TSA   |   | Ongoing                 |        |      |                   |
| Participate in pilot phase of Teaching School Peer Review process with TSC SW  |   | Autumn                  |        |      |                   |
| Scope opportunities to develop deeper partnership with SWTSA and other TSAs  |   | Sep 2017                |        |      |                   |
| Increase opportunities for member schools to take lead role in delivery of specific services   |   | Sep 2017                |        |      |                   |
| Visit mature TSAs that operate within large MATs and identify structures and systems that are highly effective; share findings with MAT trustees |   | Oct 2017                |        |      |                   |
| Build deeper partnership work with other TSAs around joint delivery and QA   |   | Jan 2018                |        |      |                   |

| Version Control           |     |        |  |
|---------------------------|-----|--------|--|
| What                      | Who | When   |  |
| Draft 1                   | MS  | 4/4/17 |  |
| Final – approved by Board | MS  | 3/7/17 |  |