



DOWNHAM MARKET
ACADEMY

Athena
Sixth Form College



School Improvement Plan

2021-2022

Our vision for Downham Market Academy & Athena Sixth Form College

Student and staff wellbeing is paramount to ensure that no student persistently underperforms in an academic year; teaching is judged at least good and behaviour for learning allows students to thrive in lessons and during enrichment activities

| Our priorities | Actions | Monitoring | Impact |
|---|--|--|---|
| <p>Teaching and learning</p> <p>Personal development and student welfare & safeguarding</p> <p>Enrichment</p> <p>Behaviour for learning</p> <p>Academic success for all cohorts of students within the Academy</p> <p>Provide effective academic and pastoral support for individuals and groups affected by the Covid-19 pandemic</p> <p>Staff wellbeing</p> | <p>Know every student as an individual and provide additional support for disadvantaged students</p> <p>Plan and teach stimulating & challenging lessons</p> <p>Provide high quality feedback that demonstrates good student progress</p> <p>Be responsible for your students' outcomes, progress & personal development</p> <p>Ensure all safeguarding concerns are reported and acted upon within acceptable timeframes using local and Trust protocols</p> <p>Provide a classroom environment that guarantees outstanding behaviour and a safe space for learning</p> <p>Contribute to the enrichment programme through extracurricular clubs & trips</p> <p>Engage with and implement strategies from the CPD opportunities</p> <p>Provide effective blended learning opportunities for any students not able to attend the Academy due to COVID-19</p> <p>Considerate deadlines for staff & supportive actions in school & via agencies</p> | <p>Head of Subject monitoring & reports</p> <p>SLT line management meetings</p> <p>Learning walks</p> <p>Spotlights</p> <p>Appraisal</p> <p>Feedback book checks</p> <p>Data monitoring</p> <p>Student, Staff and Parent surveys</p> | <p>All students meet FFT5 potential grades at KS4</p> <p>All students meet ALPS grades at KS5</p> <p>No group or student has a P8 score lower than 0.5</p> <p>Staff wellbeing is good</p> |