



DOWNHAM MARKET
ACADEMY

Athena
Sixth Form College



EASTERN
LEARNING
ALLIANCE

School Improvement Plan

2022 – 2023

Our vision

All members of the school community will love learning and commit to achieving their very best. They will have an exceptional experience every day.

Young people will be inspired to positively change the future and shape society by a team of expert staff who themselves are avid learners, who innovate and collaborate, to make learning fun and memorable. Our community will work together to ensure that all of our young people and staff feel confident to express their personality in an inclusive environment where success is expected and diversity is celebrated.

The school will offer facilities to our community that inspire learning and provide opportunities to develop new skills.

Every member of our community will feel a great sense of pride, not only in their own achievements but also in that of others who they support or inspire each day. Every member of our school will leave at the end of the day feeling fulfilled and energised by the positive impact they have had on their own future and that of others.

Our values – the DMA DNA

Passion	We have a passion for ambitious and outstanding learning; we strive to succeed
Progress	We are dynamic explorers with expectations to become experts in all fields of study
Perseverance	We have a strong work ethic to fulfil our dreams and strive for outstanding academic success
Pride	We take great pride in our school uniting as a community with equality, integrity and respect
Positivity	We value safety and wellbeing, with a can-do, supportive and friendly community spirit

Our priorities	Actions	Monitoring	Impact
Create a powerful school identity: the DMA DNA	<p>Know every student as an individual and provide additional support for disadvantaged students</p> <p>Provide a classroom environment that guarantees outstanding behaviour and a safe space for learning</p>		<p>100% of students feel safe; are proud to be a part of DMA and feel they have made at least one positive contribution to the school or local community</p> <p>Attendance for all students is at least 96%</p>
Foster a culture where students and staff love learning	<p>High expectations for all</p> <p>Plan and teach stimulating & challenging lessons</p> <p>Reflection & evaluating</p> <p>Strong programme of CPD for staff including opportunities for individualised need</p>	<p>Head of Subject monitoring & reports</p> <p>SLT line management meetings</p> <p>Learning walks</p>	<p>Every lesson provides high quality teaching & learning</p> <p>All students meet FFT5 potential grades at KS4</p> <p>All students meet ALPS grades at KS5</p> <p>Progress 8 of +1.0</p> <p>All staff regularly engage with CPD</p>
Ensure that every day is an amazing experience for students & staff	<p>All success is celebrated</p> <p>Strong student leadership across the school</p> <p>Comprehensive offer of clubs and trips to cover a range of interests</p> <p>Staff wellbeing considered in every decision made. Staff wellbeing "perks" revitalised</p>	<p>Spotlights</p> <p>Appraisal</p> <p>Feedback book checks</p> <p>Data monitoring</p> <p>Student, Staff and Parent survey feedback</p>	<p>All students receive recognition of their achievement & effort under the DMA DNA values</p> <p>100% of students feel listened to; able to access support and proud to contribute to school improvement</p> <p>All students will attend at least one local visit every term; one other visit every year; one residential trip each year</p> <p>All students will regularly attend at least one club</p> <p>Disadvantaged students will be championed and as a result have the same opportunities as non-disadvantaged peers</p> <p>100% of staff feel valued in their role</p>
Engage positively with the local community including parents/carers	<p>Host events in school and be more involved in community events in the local calendar</p> <p>Celebrate the success of our students & staff with the local community</p> <p>Work towards the LPPA Award</p>		<p>100% of parents would recommend the school to others</p> <p>More positive stories in the news</p> <p>Achieve the LPPA Award</p>