

## DOWMAT ACADEMY IMPROVEMENT OFFER 26-27

Since the very beginning of our DoWMAT journey, a key priority has been to grow leadership capacity across the Trust so all academies can benefit from working alongside strong, effective leaders and committed, fully active Local Academy Boards able to provide a sounding board and be a critical friend for school improvement matters. We are now at a point where this vision has become a reality.

DoWMAT capacity for Academy Improvement is made up of nine different strands:

1. Trust Central Improvement Team
2. Trust Headteacher Improvement Leads: Internal Support
3. Teaching and Learning Partners: School to School Support
4. Moderation Leads: School to School Support
5. Church School Ambassadors: School to School Support
6. Subject Hub Leads: School to School Support
7. SENDCo Peer Review Leads: School to School Support
8. Triad Lead: School to School Support
9. Key capacity providers

### TRUST CENTRAL IMPROVEMENT TEAM

Maggie Spence: Trust Academy Improvement Lead: Trust SEND Lead / Trust Safeguarding Lead / Coach  
Clare Stockford: Trust SENDCo and Behaviour support

### TRUST HEADTEACHER IMPROVEMENT LEADS

Growing numbers of Senior Leaders are stepping forward with an interest in leading initiatives across the Trust and are having a growing impact and influence on schools beyond their own. These leaders join our Central Advisory Team in leading key areas across the Trust:

Liz Whetham (St. Barnabas): Pupil Premium Lead / Wellbeing and Mental Health / AI Lead  
Martha Worthington (Powick): ECT Lead / Trauma Informed Lead / Mentor for new Headteachers/ Leadership Coach  
Kathryn Harvey (Netherton): Behaviour Management / Subject Hub Lead  
Lucy Cox (Martley): Middle Leader training / Initial Teacher Training Hub  
Martina Abbott (Crowle): Middle Leader training / Priority School Reviewer / Initial Teacher Training Hub  
Andy Hackley (St Oswalds): Arbor and Attendance Lead  
Paul Jones (The Littletons): Oracy Lead  
Rebecca Hibell (Madresfield): Inclusion Lead / Insight Lead  
Amanda Smithson (Castlemorton): Science / EYFS Hub Lead  
Julia Randall (Broadheath): Triad Lead / Mentor for new Headteachers  
Jayne Nichol (Offenham): SIAMS Lead /Mentor for new Headteachers

## TEACHING AND LEARNING PARTNERS

We have growing numbers of Teaching and Learning Partners across our Trust academies. These are excellent class / subject practitioners working every day in our DoWMAT classrooms who are able to share good practice and work with teachers across the Trust to develop classroom and leadership expertise.

We rely on Headteachers to inform us of staff working at this level who are interested in becoming a DoWMAT Teaching and Learning Partner. We operate a selection process to ensure all DoWMAT Teaching and Learning Partners have the necessary skills and abilities to fulfil this role successfully.

Current Teaching and Learning Partners are as follows:

Broadheath:	Sarah Holt, Kate Chapman, Stacey Stones
Callow End:	Sarah Brooks, Ruth Scanlon
Crowle:	Katie Uzzell, Lauran Johnson
Malvern Parish:	Jenny Lowndes, Becky Hughes, Becky Allen, Sian Ferguson
Martley:	Michelle Gunston, David Prince
Netherton:	Ed Willetts, Pam Taylor
Offenham:	Harriet Butcher
Powick:	Andrea Bill
St Oswald's:	Katy Buckley, Jayne Hipkins
St Barnabas:	Rebecca Burges, Rachel Mansell
Rushwick:	Vicky Lloyd, Georgia Lumley

## MODERATORS

We have trained four of our teaching and learning partners to be moderators for the Trust. The moderators attended Local Authority moderation training sessions. These moderators support the Trusts internal moderation:

Broadheath:	Sarah Holt
Malvern Parish:	Becky Allen
Netherton:	Pam Taylor
St Barnabas:	Rebecca Burgess

We also have a number of English leads that support Trust moderation sessions for each year group.

## CHURCH SCHOOL AMBASSADORS

We have four trained Church School Ambassadors who support our schools with Christian Distinctiveness, Vision, Spirituality, Courageous Advocacy and SIAMS preparation. These Ambassadors are headteachers across the Trust. All of our schools are linked to an Ambassador:

Offenham:	Jayne Nichol
Madresfield	Emma Rose
Broadheath	Julia Randall
St Barnabas	Liz Whetham

## SUBJECT HUB LEADERS

We have growing numbers of subject hubs across the Trust. These hubs meet regularly to discuss local and national agendas that are relevant to the leadership in the Trust.

Judie Browne/Sarah Holt (Netherton/Broadheath)	English Hub
Kate Chapman/Sarah Brooks (Broadheath/Callow End)	Maths Hub
Amanda Smithson (Castlemorton)	Science Hub
Lisa Ryall-White/Sarah Powell (Netherton)	Geography and History Hub
Charlotte Squire (Madresfield)	Art and DT Hub
Nusrat Ali (Pinvin/Rushwick)	MFL Hub
Ed Willets (Netherton)	RE Hub
Liz Tizard (Madresfield)	Computing Hub
Becky Cryer (Malvern Parish)	Music Hub
Ben Clements (Broadheath)	PE
Nusrat Ali (Pinvin/Rushwick)	PHSE Hub
Martha Worthington (Powick)	Trauma Informed
Amanda Smithson/Jayne Hipkins (Castlemorton/St Oswalds)	EYFS/Pre School
Clare Stockford /Maggie Spence (Trust SENDCo/DofE)	SEND Network

## SENDCo PEER REVIEW LEADS

We have five SENDCos who lead on school reviews. All SENDCos across the Trust take part in reviews.

Clare Stockford (Trust SENDCo and SENDCo at Powick, Crowle, Offenham, Callow End)
Nicky Felton (The Littletons)
Laura Barker (Pinvin)
Sophie Smith (Martley)
Lisa Ryall-White (Netherton)

## TRIAD LEAD

We run an annual triad partnership. Three of our headteachers work together on a school improvement theme. Our Triad Lead is Julia Randell.

## KEY CAPACITY PROVIDERS

We work in close partnership with the Diocese of Worcester Education Team and with a number of other educational providers and external consultants who we are able to draw upon for additional capacity, when required, to include;

Aristotal AI Teaching Coach

Chadsgrove School (SEND)

Worcestershire Local Authority: Safeguarding / School Improvement

Juniper Education

Arbor/Insight

Whole Education

Elements Multi Academy Trust

The Diocese of Coventry Multi Academy Trust

Herefordshire Diocese Multi Academy Trust (DHMAT)

Birmingham Diocese Multi Academy Trust (BDMAT)

Diocese of Chichester Multi Academy Trust (DCMAT)

Perryfields Primary Pru

Educational Psychology Local Authority

Worcester University



## KEY ACADEMY IMPROVEMENT STRANDS

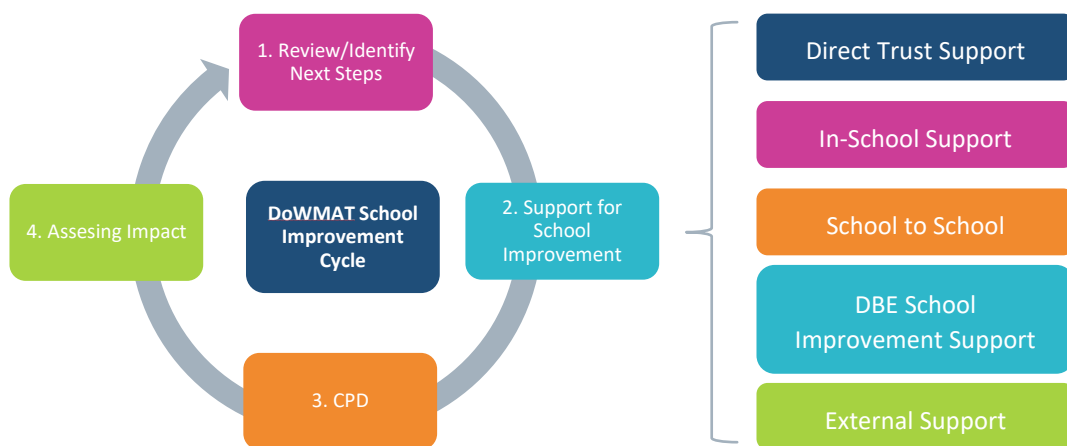
Our wide- ranging and comprehensive package for academy improvement encompasses the following key strands:

Academy Improvement Strand	How will this strand support improvement in our academies?
Church School Effectiveness	All DoWMAT academies have access to the wide-ranging support offered through the DBE SLA to include training and support for SIAMs, Vision and Values, Collective Worship and RE.
Church Ambassadors	Highly trained, experienced Lead practitioners within DoWMAT to provide internal support and advice for SIAMs and Church School distinctiveness.
Headteacher Appraisal	An in-depth review of Headteacher targets and the setting of key priorities moving forward.
Trust Improvement Leads	Leading practitioners across the Trust facilitating / driving academy improvements and the aligning of best practice.
Hubs	Local groups meeting together to share staff CPD / work on priorities together.
Headteacher/ECT Coaching	Personal, individual coaching support to empower Academy Leaders and equip them with deeper skills / attributes; resilience, perseverance, resolve
Moderation	A timetabled programme of moderation to ensure a unified level of expectation across all year groups.
CPD	Purposeful professional development to upskill and empower staff at all levels.
Mentoring	Support and guidance for staff moving up into new senior positions.
Teaching and Learning Partners	Strong practitioners - Subject and Year group leads - prepared to work with colleagues, across DoWMAT academies to share best practice and advise / support, as required.
Triad Groups	Led by strong practitioners, this is a chance for existing leaders to examine practice and engage in professional conversations focussed on improving teaching and learning.
Academy Reviews	Led by the Trust, Reviews are a way to analyse the current position of the academy, recognise improvements to date and detail next steps.
Collaborative Links	We develop as professionals best when we have access to and can reflect upon a broad range of practice and ideas. Being part of a MAT allows for such contacts to be made and nurtured as we all look for effective ways to deliver learning and support our pupils to the best of our ability.
RIBS	Rapid Improvement Boards are available to support academies in the most challenging of circumstances, where there is a collective need to implement effective strategies.
Peer Reviews	Headteachers working together in groups of three, visiting one another's academy to undertake a specific, tailored evaluation of a key area of provision.
Half Termly Trust Visits	Low stakes, high impact meetings on a regular basis to review progress and set next steps. Priority schools are supported with two visits a half term and two school improvement advisors.

EOY Impact Meetings	A chance to review all achievements across the year and start to formulate key priorities for the following academic year.
Talent Management	We are always interested to meet any member of the DoWMAT teaching staff with strong practice and a desire to work across the MAT and influence practice beyond their own academy.
Safeguarding Supervision	Supervision is a method of supporting staff so they can provide for the needs of their pupils. It is essential that staff are properly supported with their work. Supervision ensures work with young people is effective, safe and follows procedures. It helps staff manage the complicated feelings that arise and sometimes distort the way in which we respond to incidents and concerns.  Termly supervision for all headteachers/DSLs.
Mental Health Lead	Mental health lead supports across the Trust.

## TRUST ACADEMY IMPROVEMENT CYCLE

Our improvement cycle is based on a cyclical process whereby we review the academy's current position, strengths and improvement needs and follow this up with support, CPD and interventions, as required to empower academy leaders to reach key milestones and ultimately achieve key priorities. There are regular opportunities to evaluate outcomes to check we are on the right track and to support the identification of the next steps for improvement.



## OPPORTUNITIES TO GET INVOLVED

Being in a position where system leadership is the norm and staff can be a part of developing practice across a wide range of schools is an exciting prospect for the DoWMAT. Working together and collaborating across academies is key to achieving this and why we are particularly interested in supporting staff along each stage of their professional journey. If you are looking for the next step, either in terms of accessing the support available to improve / support your practice, or if you feel you are at a point where you would be interested in supporting others, please speak to your Headteacher or the Director of Education.