



Target Setting Policy

2018 - 19

Target Setting Policy

Overarching Principle

At Birches Head Academy, we are committed to setting aspirational targets for all students and supporting students effectively to achieve these targets.

What targets are set

The Academy sets national average progress and aspirational academy targets for each student in each subject using Key Stage 2 average points scores in English and mathematics. These targets are set using the model provided by the Alpha Academies Trust.

Students are provided with these targets on stickers to put on the inside cover of their books. These stickers have space for students to record their current grade at the end of each term.

Subject leaders meet with the head teacher in September of each year to agree departmental targets for exam results in the following year. In September 2017 every department set targets for the number and percentage of year 11 students achieving level 7/distinction, and within that the number and percentage of pupil premium year 11 students achieving level 7/distinction. This is a key area for improvement in 2018.

What grades are collected

Data is captured at 3 points throughout the academic year. Staff submit for each student they teach a moderated current working grade in all years. In years 10 and 11 they also submit their professional view of an end of course projected grade.

Intervention

After each data capture point subject teachers identify those subject areas where intervention is needed with the whole class and also individual students where intervention is needed in specific areas. They submit details of what action is planned, when it will be taken and how impact will be measured to subject leaders for moderation at a department meeting.

In year 11, bi-weekly Raising Achievement Group meetings between subject leaders and members of the senior leadership team are used to identify students needing intervention, agree on action and monitor the impact of that action.

The senior leadership team review the overall progress of year 11 students in comparison to their progress 8 targets at least once per half term to identify priorities for improvement and to monitor the impact of action taken.

Heads of year are provided with an overview of the students making the best and the least progress against their targets in their year, together with an overview of the progress made by the year group against their targets. This is then used to help decide upon intervention by the pastoral team.

Reporting

Parents receive progress reports 3 times a year. These reports include data on current achievement as well

as national average and academy targets for the current term (key stage 3) or targets for the end of the course (key stage 4). Reports are provided together with a covering letter which provides behaviour for learning grades for that student over the previous term.

Policy Review Framework

The policy should be reviewed annually (or sooner in the event of revised legislation or guidance).

Signed :Governor/Chair of Teaching, Learning & Outcomes Committee

Date :