

Leading Learning Trust - strategic priorities and goals 2019 - 2023

Priority 1

Strategic Priority: LEARNING

Goal: Attainment and Progress are Consistently Excellent

Excellent Attainment:

- KS2 attainment consistently within the top 10% of all Newham schools or similar schools nationally, whichever is the higher.

Excellent Progress:

- Excellent progress is made by all pupils from Early Years to KS1 and KS1 to KS2

Successfully diminishing the differences:

- Consistently measurable progress is made in narrowing any attainment and progress gaps between various groups

Priority 2

Strategic Priority: TEACHING

Goal: Excellent Teachers, Teaching Practice and Compliance in Duty of Care

Excellent teachers:

- All teachers are rated as outstanding.
- Leaders at all levels are assessed as outstanding on leadership qualities as defined in the Ofsted framework.

Excellent teaching practices:

- Teaching methodologies, practices and intervention programmes deployed are outstanding.

Results driven reward and recognition:

- Teachers and leaders at all levels are held accountable for the successful delivery of strategic goals outlined under the teaching and learning strategic priorities and are rewarded accordingly.

Duty of care:

- Compliance of legal and regulatory requirements for Safeguarding and Health & Safety.

Priority 3

Priority: FINANCE **Goal: Financial Sustainability, Growth and Stability**

Successfully supporting funding demands and efficient management of resources:

- Funding demands are prioritised and resources are efficiently managed to ensure allocation of financial resources clearly linked to support the delivery of strategic goals outlined under the Teaching and Learning strategic priorities.

Successful management of risks:

- Trust-wide risk management (systems, reviews and actions) minimise Trust's exposure to risks and fulfill legal and regulatory compliance requirements.

Maximise financial opportunities:

- Grow and diversify trust income streams to generate additional income to support the funding requirements for the successful delivery of the teaching and learning strategic priorities, trust initiatives and trust investment infrastructure.

Deliver financial stability:

- Generate planned levels of operating surpluses on recurrent activities driven by a target level of reserves and produce sufficient cash to support the strategic goals and provide medium term financial sustainability

Priority 4

Priority: TRUST Goal: Reputable

Outstanding schools

- All schools are operating at full capacity and rated as 'Outstanding' by Ofsted

Increase Economies of scale, optimise organization design and create a suitable working environment for staff recruitment and retention

- Trust to grow to 5 primary schools to increase 'economies of scale', optimise "organisational design" and create maximum opportunities for staff promotion and development within the trust

Improve Purchasing Power

- Trust to form alliance/partnership with other MATs/Academies to achieve 25% reduction in non-staffing cost items to support the funding needs to deliver the strategic priorities outlined under Teaching and Learning.

Compliance

- Trust meets all legal and regulatory compliance requirements as laid out by DfE, ESFA, HMRC, Local Authority and other relevant authorities (as identified in the compliance calendar).

Achieve Vanguard status

- Trust Board to achieve 'Vanguard' status in all areas outlined in the 'Maturity Matrix'.

Priority 5

Strategic Priority: GOVERNANCE **Goal: Enabling and fit for purpose**

Open, honest and transparency in decision making

- All teaching staff from all schools attend at least one board meeting.

Fit for purpose governance model

- Trustees/Governors explore and research various governance models and ensures that the LLT governance model is aligned to all strategic priorities, strategic goals and deliverables.

Effective intercommunication between various bodies

- An effective but simple reporting mechanism to capture key decisions and actions of every meetings to share with various bodies.

Sufficiently skilled, well equipped and balanced trust board and governing bodies

- Actively promote equality and diversity to ensure board members accurately reflect the community they serve.

Governance Kite Mark (Excellence in Governance)

- Achieve the 'Governor Mark'.