

SMART Pocket guide 2025/26 integrated in all SDPs/BDPs

Learners	Methods Focussed on Cross Trust this year	End of Year (By LGC 6) Milestone
1. Equity <i>Progress for all, removing disadvantage</i>	a. Common glossary of meanings of key words. b. Common confidential ranking measures in every subject and every year c. Development greater clarity of universal SEND offer for parents, pupils and teachers. d. Introduce SDP1 form to ensure strategies are selected by gap whilst controlling bias	a. All national assessment and progress data within national average. Phonics, Good Level of Development (GLD) at EYFS, Y4 Multiplication Check KS2, GCSE & A level. b. The gap in progress measures for disadvantaged groups will be within national averages.
2. CPD <i>Shu, comply → Ha, belong → Ri, Innovate</i>	a. Development of a framework for staff innovation. (Ha and Ri) b. Strengthening our 100% compliance model c. Phase 2 of SMART day app to allow for more universal opportunities throughout the year	a. All staff able to use KPIs within their STAR project (current approx. 20% - Target 90%) b. Half termly SOP health checks in each school show 75%+ compliance. c. All teachers given records of their CPD
Leaders	Methods Focussed on Cross Trust this year	End of Year (By LGC 6) Milestone
3. Coaching <i>Agency with challenge, Building capacity</i>	a. More fluid use of leadership opportunities including collective support for Rapid plans. b. Cross trust collaboration at Deputy level c. Introduction of exit survey into all schools	a. Ladder level standard maintained at 95%+ and exceeding standard at over 33% b. Remaining OFSTEDs at 'Good' equivalent c. Exit promotion data introduced
4. Governance <i>Holding to account</i>	a. Direct reporting of Director of Education to Trust Board b. Introduction of deep dive structure to Trust Board Learning and People committees c. Recommendations from 2024/5 - Paired governor/ trustee visits and LGC chairs at Trust Board	a. Termly updated Director of Education report to Learning committee b. At least half of LGC chairs have attended a Trust Board meeting c. All Trustees have had direct school visit access with a governor of at least one school
Community	Methods	End of Year Milestone
5. Citizenship <i>Pupils safe to empower others</i>	a. Development of practices for managed reintegration days for suspended students b. Development of a model of entitlement, additional and optional opportunities for all students and attitudinal trials c. Annual student survey Inc. attendance	a. Reduced days lost to suspension and exclusion in all schools (Heads reports). b. Increase in overall score for annual student survey in all schools in the Trust c. Attendance measures within national average range for all groups
6. Civic Role <i>School seen as the heart</i>	a. Engagement with all CACE network groups including feeding back to/from these. b. Increased publication of positive news stories from all schools	a. Two virtual and one in person TAS engagements. b. Increased number of opportunities for parental engagement/events.
Business	Methods Focussed on Cross Trust this year	End of Year (By LGC 6) Milestone
7. Service <i>Trust-wide</i>	a. Whole Trust new telephony solution. b. Research into 2027 contract end of current SIMS MIS and its successor	a. Increased % ICT tickets closed in SLA. b. Increase Estates tickets closed in SLA. c. Increase income: sold services, lettings
8. Assurance <i>RAG led</i>	a. Full implementation of compliance monitoring and reporting to Trust Board b. Proactive ICT usage and VFM guides	a. Clean financial annual audit. b. Removal of 'reds' compliance areas and reduction in 'ambers'