

# SMART Pocket guide 2023/24 integrated in all SDPs/BDPs

Following SLTF (All senior staff) discussion and presentations these core priorities for the coming year were agreed by MSLT (all Headteachers, CEO and CFO) & TOLT (all operational and support staff leaders) and written into all SDPs/BDPs alongside school priorities.

Aims 2022-2027	L	P	R	'Pocket Guide' – Milestones 2023-24
<b>SMART Learners</b>				<b>Learning: A culture empowering lifelong curiosity</b>
<b>1. Equitable progress for ALL pupils</b> <i>Addressing all forms of disadvantage. Our learning model, SECRET, concepts.</i>	✓			1. All teachers and TAs continuously improving their expertise in pedagogy <i>so that ALL learners access deeper conceptual understanding, knowledge, tier 3 vocabulary and skills as per the SMART Learning Model.</i>
<b>2. Continuous progress for ALL staff</b> <i>Expectation, opportunity and support. Our Talent management strategy</i>		✓		2. All staff access high quality incremental coaching in a 'no blame' culture focussed on learning using 'Maintain', 'Improve', 'Change' - <i>High quality appraisal, CPD and supported STAR projects as per the SMART School Improvement Strategy.</i>
<b>SMART Leaders</b>				<b>Leadership: Giving opportunities to collaborate</b>
<b>3. Develop leadership at all levels</b> <i>Active coaching for all leaders. Our leadership ladders.</i>		✓		3. A curriculum of opportunities for all to practise and develop the skills of leadership – <i>line managers developing their staff; adults and peers developing student leaders, as per the SMART Leadership Ladders</i>
<b>5. Excellence in governance</b> <i>Training, expectations and challenge. Continuous 'link' training and development.</i>		✓		4. Co-develop a system of incremental coaching for improving governance <i>appraisal and continuous improvement for governors co-developed with them.</i>
<b>SMART Communities</b>				<b>Community: Defining citizenship in Caradon</b>
<b>5. Developing engaged citizens</b> <i>Belonging, ownership, engagement. Common Behaviour principles, SECRET.</i>	✓			5. All interactions build a child's understanding of equitable, positive active citizenship – <i>This year reducing gender bias and increasing peer learning, as per the Relationships and Behaviour for Learning Policy.</i>
<b>6. Trust as a positive civic entity</b> <i>Taking our place as a network hub. TAS, CACE, CASH, CAPH, LA, RSC, CC.</i>		✓		6. To define the civic role of the Trust and develop a strategic framework for further development. <i>Including TAS, volunteering, parental engagements, CACE, CASH, CAPH and wider civic responsibility</i>
<b>Business Improvement</b>				<b>Business: Services well defined, reliable &amp; scalable</b>
<b>7. Scalable Business Services</b> <i>Each able to expand into Caradon. Business Management Services Contract.</i>			✓	7. To develop a comprehensive Trust wide services to schools that can expand as the Trust does – <i>including defining the offer to those considering joining us as per the BMSC</i>
<b>8. Excellence in business practice</b> <i>Cost effective, benchmarked excellence. TOLT, continuous improvement.</i>			✓	8. To embed TOLT as a tier of the Trust with its own BDP, benchmarks, reporting, quality assurance and appraisal processes – <i>including equity of professional standards</i>

Updates and variations during the year: