



Thank you to all staff for our extremely successful first full year of operation as South East Cornwall Multi Academy Regional Trust.

With literally hundreds of success stories from across our six schools having appeared in newsletters, websites, tweets and posts throughout the year it is hard to single out any for particular mention. With this in mind, I have asked our six headteachers for particular examples which illustrate the collaboration between schools which has been at the heart of SMART all year and promises to be our major strength in the future.

Here are some of our highlights.

SMART combined events

Student Council suggestion takes us to the Houses of Parliament

One of the children from Trewidland in the MAT Student Council suggested that now we are a MAT we could go on trips together. Two months later Children from SMART's three primary schools visited London for an action packed trip, that saw them visit museums, the theatre, the London Eye, the Houses of Parliament and much more. They were welcomed to the Houses of Parliament by Sheryll Murray, MP for South East Cornwall.



Showing London has appeal across all of the schools and year groups

Psychology A level groups in Saltash and Liskeard also teamed up for a trip to London, visiting those places I'm pleased that primary schools missed out on, including the Freud Museum and the 'Jack the Ripper Tour'

Liskeard School & Community College and Dobwalls Community Primary School combine forces for knitting clubs



Knitting clubs at both Liskeard School and Dobwalls Primary have joined forces to develop links with the community and take part in the annual yarn bombing of Liskeard and the surrounding area.

The 'Knit-a-bit' club at Dobwalls has been running since February half term, starting with 8 children and 8 adults, before recently inviting 3 extra children to take part. This comes after some great progress by the 8 original children, who are now confident at knitting a basic stitch. The group was started by Faye Gray, who

wanted to create a community feel as she knows the importance of knowledge sharing and building friendships, through her experience with other knit and craft groups.

In February, Dobwalls began working with the 'Knit and natter' afterschool club at Liskeard School, run by Carol Chapple. The two groups have met regularly, and are now working on a large knitting panel and bunting, to be placed around one of the trees on Liskeard parade in preparation for this September's yarn bombing of Liskeard town centre, and Dobwalls Primary itself! The panel is celebrating the 40th anniversary of Liskeard School and depicts the school and its community.

The initiative has strengthened bonds between the two schools, and has inspired them to work together on other projects in the future.

Other joint events

These are just the events highlighted by Headteachers but there have been a number of other joint projects and some under development ensuring that children have access to more of the remarkable range of expertise we have available through staff in the SMART.

MAT Student Council Create a World First??



Having started even before the MAT was formed, the MAT student council has four young leaders from each school coming together each half term to make suggestions and decisions. Their successes so far include the original idea for the SMART logo, the design of the SMART-Trust website and as we have already mentioned, the joint trips.

This year the MAT Student Council debated what the focus should be and wanted to invent and create a leadership qualification for student leaders. One year later there are over 40 level 1 qualified student leaders across the MAT in what must surely be the only example internationally of a leadership scheme completely designed, launched, run and awarded by students.

This has resulted in regular student led assemblies in Landulph, a student led council in Looe and student led activities in Dobwalls and Trewidland.



The school council at Trewidland has particularly enjoyed its part in the collaborative role it has taken in developing the Leadership Award system across the MAT. Primary and Secondary schools coming together termly in each other's schools to focus on developing a set of ideas and bring them to fruition.

SMART Academic Successes

SMART Primaries join to share knowledge and ensure expected progress is secure

Staff leaders at SMART's three primary schools have worked together to agree a system embedded across all three schools, to measure progress and attainment, and be really clear on identifying children at risk of going off track. 100% of children are now expected to be making progress across all year groups.

We worked together to dramatically change the way children learn to read in Dobwalls and Trewidland by changing the structure of the school day, introducing Read Write Inc. and drawing on the existing expertise at Landulph to achieve a rapid improvement in Phonics within one year.

A number of further opportunities for staff to work together across the primaries have been provided, including moderation in EYFS, Year 2 and Year 6. Primary staff have also started the process of linking up the Maths and English teams in the SMART middle leaders' days. In addition to this, schools have been working together on embedding Maths mastery. The primaries have begun the journey of matching their systems and procedures in place to support SEND children and are looking forward to having an agreed system across the MAT very soon.

MAT collaboration improves phonics standards and staff CPD at Trewidland Primary School

2017/18 has seen the introduction of the Read Write Inc literacy programme at Trewidland Primary School, supported by SMART. The school has seen a significant improvement in standards with 100% of pupils achieving the Year 1 phonics screening test this year. In addition, there has been joint INSET to support Read Write Inc training between the MAT primary schools, along with shared expert support with visits to our school to ensure standards in phonics continues to improve.



The established Peer Review system has proved to be an effective and successful tool for school improvement and accountability giving real focus and challenge to raising standards across the schools within the MAT.

The impact of the SMART day and the STAR Project has proved successful in developing individual CPD. At Trewidland one member of staff took an idea of how to introduce a new topic to pupils and one used their idea to further engage parents.

Improved Attendance and Summer School Leads to Improved Results

Saltash.net has achieved considerable improvements in pupil attendance this year by restructuring pastoral teams and trying a whole range of innovative measures to raise the profile of attendance. These measures are now being looked at by Looe and Liskeard to see which ideas would work best in their schools. The predicted results at Saltash.net are set to rise, partly as a result of attendance and this research was used in the peer review of Looe Community Academy to uncover the remarkable fact that pupil premium pupils are making much more progress than was previously realised once attendance is taken into account.

Analysis of the results at Liskeard uncovered that their summer school project had a significant and resilient effect on the pupil premium gap and so both Looe and Saltash are now adopting this practice for their own pupils.

SMART day 2018



In total, over 90 staff from all six schools in the MAT delivered ideas workshops to over 400 of their colleagues on our first SMART day in February. Over 90% of the workshops inspired at least one member of staff to base their STAR project on it and over three quarters of the workshops attracted staff from four or more of the schools.

Feedback was collected from the majority of participants and a report summarising the findings was posted to all staff. Five improvements were requested and all of these have been accommodated for SMART day 2019 including more stations for coffee and a session at the end for teams to meet together. The day was extremely well received overall and feedback comments such as “One of the most useful training days I have ever attended” reflected this.



Support Staff Appraisal and SMART Day Programme Improved

Based on the feedback from SMART day, a support staff working group was set up involving all of the schools in the MAT. This group advised on how appraisal and training could be improved. As a result, the CEO has personally met with over 200 support staff in the MAT through a series of face to face feedback sessions.

As a result of these sessions and the email suggestions that have followed them, over 20 improvements to the appraisal system have been received, all of which have been included in the new appraisal forms.



There have also been suggestions for improving the SMART day programme for support staff. The support staff group have also been working hard to encourage more support staff to offer workshops at the next SMART day.

For SMART day 2019, support staff are planning to provide new 'Team discussion' sessions for ideas as well as planning sessions that can be run by a group of staff to reduce the pressure on staff who have never presented before. The support staff group are also helping to redesign the way ICT training will happen across the MAT.

STAR Projects Inspire Collaboration Between all Schools

Beyond instant gratification

STAR project by Emma Childs



inspired by the workshop by Scott Wieprecht.



The project I chose to undertake was driven by my frustration at teaching what I thought– and what observers thought, too– were really good lessons, only to find a week or so later that too few of the students had retained the key points of the topic, let alone the subtler details. I wanted my lessons to develop the cognitive skills of memorisation, so that all the effort I put into teaching great lessons had a lasting, rather than a superficial or short-term impact. I quickly realised that some of the things Scott was talking about in his session had a relevance to the problem so I developed a series



of lesson starters to address the problem, and thought about how to assess their impact. Many reported that it was more challenging ("it makes my head more stretchy" was one colourful comment). Their own opinion suggested the impact is positive: over 2/3 of students believed it would help. Even without that objective proof that would be provided by a control group, the STAR project has driven me to develop more memory starters for all my classes across the full age range.

Looe STAR Project Research and Impact Measures

Looe Community Academy through the work of acting Deputy Head, Kate Jackman has been developing enquiry questions for all staff and so there was a natural fit with the STAR projects. Every member of the teaching staff used this opportunity to help inspire further questions and then evaluated these to look at their impact. A great deal of work had been done previously on how to conduct action research how to avoid over-reliance on data and how to look at student surveys and other ways to gauge success. The following lists just headlines from some of the successful STAR projects conducted by staff to answer their enquiry question.

Metacognition and growth mindset work in Art. From a student survey it was reported of a confidence increase from 65% to 92%, and resilience increased from 20% to 63%.

Using Feedback Menus in music. Reduced teacher workload for marking.

Planning to plan by using thinking maps in year 8 drama. A 50% improvement in the assessed planning grade which has now been adapted by students into planning their Science lessons.

Use of PP students as lead learners. Positive outcomes especially in terms of progress, reported confidence and behaviour from this project has resulted in it successfully spreading to a number of departments. The rigour with which the framework has been applied has given children the confidence to take ownership of the project and be proud of their achievements within it.

Use of storyboards and interactive computer programmes in English. Has led to those pupils involved all making a sub level of progress and no longer describing themselves as 'bad writers'.

Dual coding, spaced practice and interleaving. Led to 90% of pupils in a year 9 geography group improving their assessment grades and 75% reporting greater confidence in their understanding.

Increased parental contact in GCSE PE. Led to higher overall standard in coursework with less sanctions being needed. A homework club was seen as a supportive measure by parents.

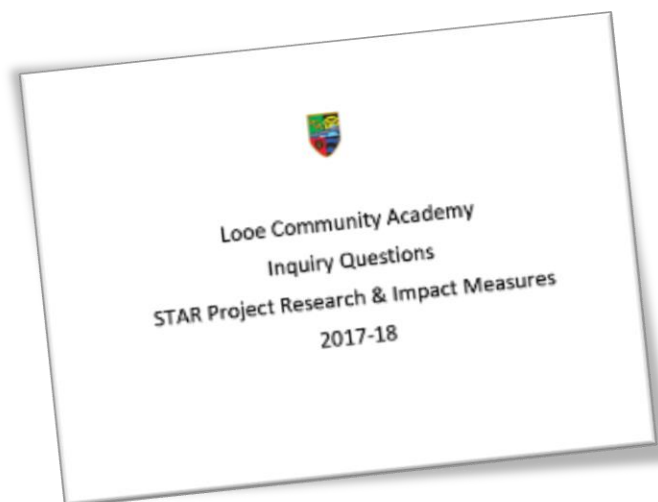
Use of marking grids in GCSE History and EPR. Led to 30% improving their attainment in EPR by 1 grade and more confidence in their own improvements in History.

Open ended questions and extended thinking time. Has led to improvements in progress in languages for pupils lacking in confidence.

Verbal feedback and answer modelling. Videos shared through a YouTube channel were found useful by students with an overall increase assessment scores from 73% to 86%.

Regular use of DIRT as part of a structured process in year 11 Science. Led to increased test scores.

The use of increased formative marking and reduced summative feedback in year 9 English. Led to an overall 6% improvement in writing but with a 32% improvement for PP students.



Secondary School Teacher Inspires a STAR Project Tried by Landulph Primary

We attended the workshop run by Gemma Watson. This was about creating pace within a lesson and she demonstrated this from the outset, with quick and easy teaching devices which could be transferred immediately into a classroom setting. The workshop was suited to both primary and secondary settings, promoting flexibility and creativity. It reminded me of the importance of grabbing children's attention the second they walk into the classroom, instead of wasting precious time while they sit down, get equipment out etc.



Gemma demonstrated plenty of ideas, encouraging us to have a go at them, which gave a flavour of the enthusiasm the children feel for the task and the necessary participation. The ideas were all very easy to replicate and introduce.

The teaching staff decided to trial this in each class in Landulph school to share the impact. Class 1 enjoyed having photographs and pictures on their whiteboard to encourage them to tell stories about the characters or role play a story. Classes 2 and 3 trialled many ideas, including problem solving, mini investigations about vocabulary, story starters, memory games.

Children loved being active and being involved straight away. They saw the tasks as 'games' which engaged them more quickly as well as promoting more talk for writing focussed on the tasks.

Saltash Staff are Inspired to 'Need to Know' What is Happening in Looe

Following the SMART day, we decided to adopt the idea, presented by colleagues at Looe Community Academy, of creating 'Knowledge Organisers' (or as we have called them 'Need to Knows') for each subject area and year group. These are a termly summary of all the key information that students need in order to succeed in each subject and should be a huge help for students and parents alike. In September, students will be taught a range of strategies to help them learn the

content of these Need to Knows and, in preparation for the new content heavy GCSE and A Level exams, will be regularly tested in order to help the information move in to the long term memory. The information is on our website and will be provided as a hard copy for each child. Class and homework tasks will help students embed this knowledge and to practise the skills they need for successful outcomes. Watch out Looe, we're hot on your heels!



STAR Ideas Lead to New Workshops

It is difficult to capture all the ideas and track where they came from and where they went. Here are just a few examples that illustrate how you can't keep a good idea down. Good ideas spread between schools of different types and teachers of different subjects as they inspire new ideas.

The 'Walking Talking Mocks' idea from Liskeard was picked up by staff in Saltash and Looe. As well as inspiring Emma Childs, Scott Wieprecht's workshop inspired Colleen at Dobwalls Primary who developed it into an excellent initiative to look at how children learn to ask questions. As a TA she was then in an excellent position to look at the impact of these. Ollie from Dobwalls inspired staff in both Secondary and Primary schools in his use of exercise to challenge, whilst another Colleen, this time the class one teacher in Trewidland was able to use ideas presented by colleagues from Looe and use these to develop a project to engage parents.

We will be encouraging all those staff who inspired others, to present again next year perhaps alongside the staff they inspired. The Staff CPD group who organised the SMART day and have been instrumental in its success, have already put together some of these ideas and have big plans for where they can go next. The team comprises of Katie Grinstead, Lee Howgate, Dawn Penberthy, Rachel Yelland, Kate Jackman and Dan Buckley.

Some Individual Staff Successes this Year

The enormous success of our sporting teams across the MAT this year has been amazing. They have covered the full range of sports from cross country successes for Landulph and Trewidland through to football success for Liskeard and Saltash.net. Key to these successes has been the outstanding coaching and teaching in sport across the MAT and the involvement at every level, of the students themselves. This was best captured this year by awards for two of our teaching staff as explained in the article below.

SMART PE teachers recognised for their teaching excellence

We are delighted to celebrate the success of two SMART teachers who have achieved recognition for their hard work from the Cornwall Teacher Awards. Mr Conroy, PE teacher at Liskeard School & Community College, and Mr Budd, PE teacher at saltash.net community school, were both nominated for Sports Teacher of the Year at the ceremony. The accolade was awarded to Mr Conroy, with Mr Budd receiving a "Highly Commended" recommendation.



Having both received nominations from students, Mr Conroy and Mr Budd were shortlisted to attend the ceremony at Truro Cathedral on Friday 4 May, where they received their awards.

In presenting the winners award to Mr Conroy, judges said: "Ryan provides an increasing number of opportunities to his students. By giving up his lunchtime to help students, he shows that teaching is

more than just an occupation to him – the students also clearly recognise this. Ryan goes above what is asked of him to ensure the success of his students.”

After the ceremony, Mr Conroy praised the hard work his students. “To all my amazing students, I owe this award to you. You are the motivation to all my aspirations. Your hard work, passion and resilience will inevitably lead to one thing – success. I am extremely proud of you all,” he said.

Saltash.net’s Mr. Budd had been nominated by Lucy Freeman, a Trainee Teacher who Mr. Budd mentored at the start of the 2017-18 school year. The nomination was supported by Year 9 students Jas Maddocks and Taylor Broome, who were both involved in the nomination video which was played at the ceremony.

“I feel very honoured and extremely grateful to have been nominated and shortlisted for Cornwall Sports teacher of the year at the Cornwall Teacher Awards. Congratulations to all the winners and finalists who so clearly inspire their students and colleagues every day,” Mr. Budd said after the ceremony.

Judges noted the incredible work that Mr. Budd does at saltash.net. “Dan displays selflessness in the work that he does. He represents himself as an empathetic teacher who seeks to empower his students through sport. It is clear that he understands the power of sport and how it can improve students’ passion in the classroom and, overall, improve their lives,” they said.

Massive congratulations to both and thanks for their hard work.

New Chair of the Trust Board Tours the Schools to Share his Vision

In January we were extremely fortunate to appoint Richard Newton Chance to the role of Chair of the Trust Board. A new Chair of Governors at Looe: Kathy Iles and ten further new governors across the MAT. We also welcomed Charles Boney back to the role of Chair at Trewidland.



We are extremely fortunate to have attracted governors of such high calibre from a wide range of specialist fields across South East Cornwall and Devon including four former Headteachers.

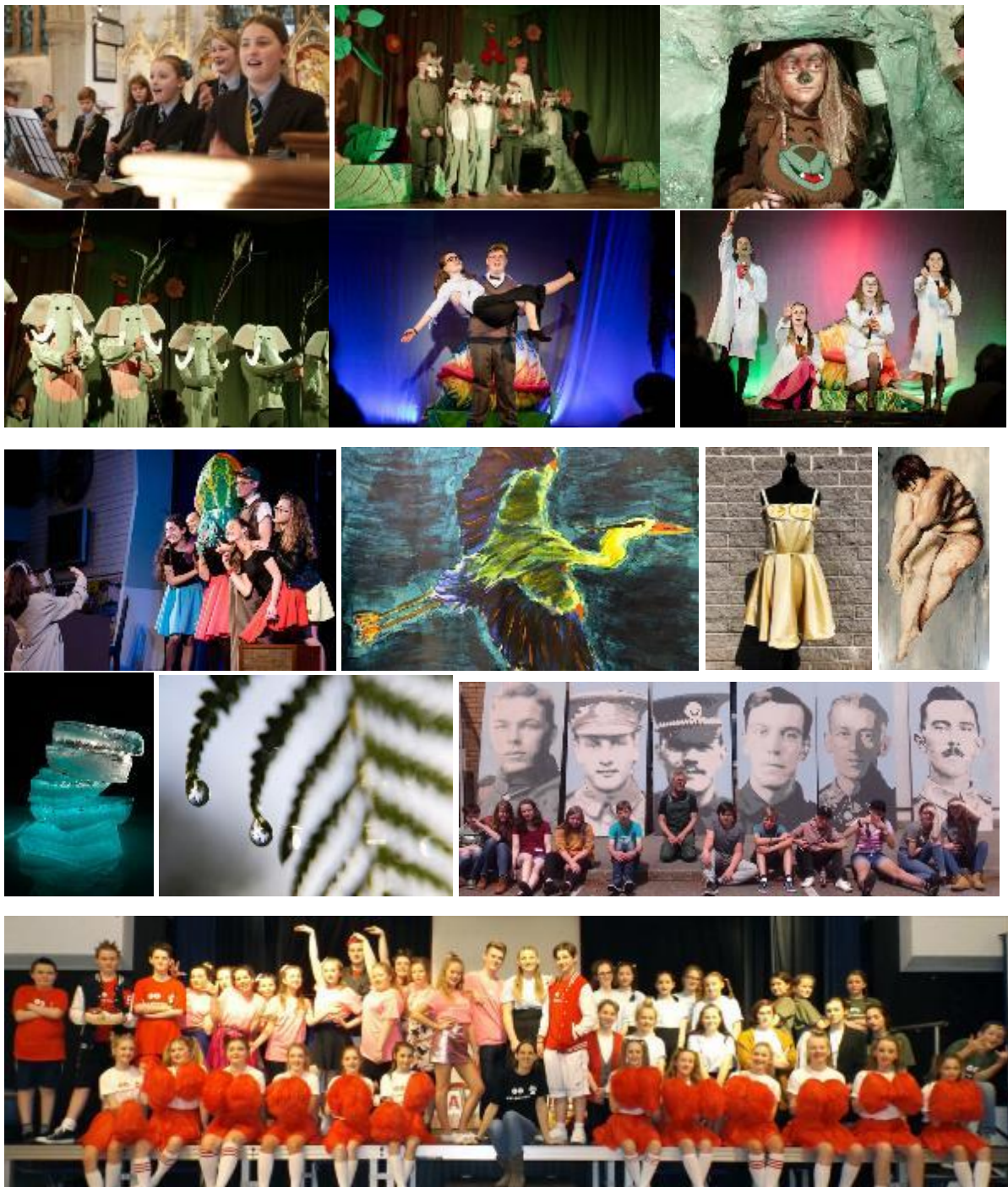
Congratulations to SMART's First Specialist Leader of Education

We are delighted for many reasons that Scott Yalden has joined SMART this year, not least of which is his adaptability, having started as Deputy Head at Looe, within weeks he was Acting Head and together the Kate Jackman and the Team at Looe has done an excellent job of taking the school forward despite the smaller team. Another reason to be delighted is that Scott is confirmed as a Specialist Leader of Education in the fields of Maths, Science, SIMS and timetabling.

Creativity and Talent of SMART Students is Second to None

I was privileged to attend performances at all of the schools in the MAT this year as well as outstanding art exhibitions and award ceremonies. The talent of SMART students is matched only by the talent of our teachers and the passion for their subject. Throughout the MAT there is a real desire for children to express their own artistic, musical and performance talent. Highly talented staff appear to be able to help children develop their own talents through the right balance of support and challenge so that ideas are not compromised as their skills are improved.

Some of the highlights of the year appear below.



Partnerships

Dobwalls use Health and Well-being Week to improve sports participation

The first Health and Well-being Week has taken place at Dobwalls, with the aim of raising the profile of PE in the curriculum and increasing the levels of participation using PE Premium funding.

This initiative means that 100% of children have taken part in competitive sport this year. Health and Well-being Week promoted involvement from other SMART schools (Looe Academy took part in yoga and fencing) and community members, such as the PCSO for internet safety and Fire Brigade.

Looe Community Academy link with outstanding English Department to improve provision and assessment

Looe Community Academy has linked with Kingsbridge Community College, a Research School, to provide inspiration for improving leadership, curriculum development and assessment for English at LCA. This link has seen the LCA Leader of Learning for English meet with the Head of English and observe lessons and speak with students.

Kingsbridge English Department had planned very prescriptive lessons that incorporate cognitive sciences that build on a student's ability to retrieve information and work at greater depth. LCA Leader of English was inspired by this cutting edge movement and quickly adopted the action plan that Scott and Kate had written. Progress in aligning new skills and curriculum planning and assessment planning is truly underway with many new schemes of learning in place for KS3 and 4.

LCA have since linked with Liskeard School & Community College's English Leader, to pass on the knowledge and inspiration they gained through their time at Kingsbridge, and plan to meet and share the action and planning to improve English provision for the MAT.

Liskeard School & Community College helps raise aspirations through culture of high quality careers education

Liskeard School recently achieved the Investors in Careers re-accreditation and 7 out of the 8 Gatsby Benchmarks. As a result, the school was asked to present at one of seven national briefing sessions on the new Careers standards, which state that all schools must meet all 8 Gatsby Benchmarks by 2020, and again at CASH this month. Liskeard will be linking up with an outstanding school in the North East (one of the Gatsby pilot schools) because of their involvement in these sessions, and will also be part of the Cornwall Careers Hub, one of 20 hubs awarded additional funding recently.

The school is also working with the Careers Enterprise Network and the Cornwall Chamber of Commerce to organise a series of activities and collapsed days around the LEP's 10 Opportunities industrial strategy, with the potential of involving other schools across the MAT in this.



There has been a keen focus on STEM related careers this year, with a number of events taking place. These have included:

- The VIVIT experience - a full day workshop for budding medics was held at school. Students got to dissect organ systems and a semi synthetic human cadaver. The experience is too expensive for one school to arrange, so students from across the county were invited to attend. Liskeard will repeat this again this coming year for students in Year 10 and older.
- Science Demo Day - a two-hour practical workshop for local primary students run by Liskeard's student Science Leaders. This complements the science INSET the school offer to local primary teachers, where Head of Faculty supports science teaching, addresses misconceptions and offers advice and guidance on how primary schools can prepare students for science at secondary school.
- Science Show – this was the 5th annual science extravaganza run by Liskeard's Science team, with the theme of 'Energy' running throughout this year. Students from local primary schools were treated to a sneak preview before the main evening event to get them buzzing about coming to Liskeard!
- The school gained funding and sponsorship to build our first Greenpower Racing Car. A group of Year 7 students supported by some Y9s successfully built and raced the car, coming in the top 100 nationally (despite breaking the chain on our inaugural race).



Building on Collaboration Across the MAT

Looe build capacity in Senior Leadership Team with Liskeard Assistant Head move

For one term at Looe after Helen Casson left and before Scott took up his post, Looe was in need of extra senior leadership support. SMART was able to fund a temporary transferring of an Assistant Headteacher from Liskeard School & Community College to Looe. Wendy Birkbeck was keen to take up the challenge of moving from Liskeard to Looe for one term, to support the Acting Deputy and previous Headteacher. She led on supporting Year 11 students in the final term before their exams.



The Acting Deputy Head teacher was able to ensure that action plans in place for teaching and learning and intervention were followed through. Both the Assistant Headteacher and Acting Deputy Headteacher were able to share CPD, leadership resources, teaching and learning strategies and transition arrangements.

The partnership was very fruitful and provided the opportunity to share ideas between schools from a strategic leadership point of view. It was recognised that this helped to bridge relationships with teachers between Liskeard and Looe, something we hope will continue to become stronger as time goes on.

PSHCE provision develops under SMART

Following a request to fund a project to review and improve current PSHCE provision. Teachers from Looe Community Academy, Saltash.net and Liskeard were granted time to come together and share practice. This means that PSHCE provision has now been moderated across the MAT, with students and teachers sharing ideas and access to resources.

PSHCE MAT leads were able to see how an Integrated Health Centre can provide further links through PSHCE and be offered out to other MAT academies, and PSHCE provision at LCA has been improved in relation to strengths identified elsewhere.

English and Maths Middle Leader Days

In the final term of the year. Middle leaders for Maths and for English from all six schools met for a day each to look at how we can achieve greater collaboration across the departments and between the primary and secondary curriculum.

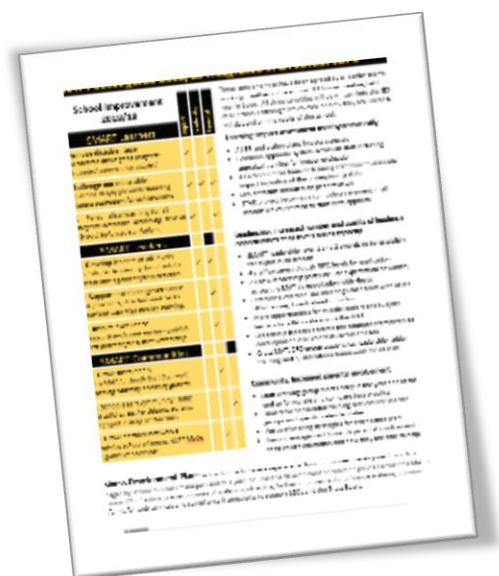
Teams have already reported that this approach is leading to positive ideas already. There are now plans for three further days for Maths and English next year.

All other subjects will be encouraged to bid for funding so they can meet up in the same way. A successful bid by PSHE has already happened and these opportunities will be advertised in the next school year.

Senior Leaders Look For Impact, Parental Involvement and Developing Leadership Across the MAT

All 28 senior leaders and associates from across the MAT met to debate this next stage of the five year strategic plan and set the direction for the coming year. This was one year on from the first time that the senior team had met all together and it was remarkable how many connections had been made in that time. "It felt for the first time like we really are one team working together".

The priorities were agreed to be finding ways to look for measuring the impact of our work so we can be 'SMARTER' by investing most time into those initiatives that most support children without increasing workload. Second was to develop a common language around the leadership ladders and develop leadership at every level and the third to was to find ways of more deeply involving parents in learning. These strategic aims were then summarised so they can be built into the development plans of all of the schools in the MAT.



Leadership Awards presented to students across SMART

Over the last term, SMART CEO Dan Buckley has been visiting the schools across SMART, presenting students with their Student Leadership Award. These students have been recognised for their work for their respective student councils, as well as their work for the SMART Student Council. Awards were sponsored by a number of companies, and we're extremely grateful for their generosity.

1. Amazon voucher – James (LSCC) – Sponsored by Carriage Works Dental Surgery, Lostwithiel
2. Amazon voucher – Kaja (Saltash) – Sponsored by Affina Beauty Studio, Liskeard
3. Amazon voucher – Joseph (Looe) – Sponsored by Bidfood, Plymouth
4. Family ticket to the Eden Project – Jerlin (Landulph) – Sponsored by the Eden Project, Par
5. Two child tickets to the National Marine Aquarium, Plymouth – Eric (Dobwalls) – Sponsored by National Marine Aquarium, Plymouth
6. Entry to the Aqua Park at the Adrenaline Quarry near Liskeard – Milly and Oliver (Trewidland) – Sponsored by Adrenaline Quarry, Menheniot



Final Words

Thank you all once again for giving children and your colleagues across SMART the benefit of your hard work, care and compassion throughout this year. It is remarkable what we have collectively achieved in just one year and there is easily a book worth of excellent opportunities and day to day inspirations in and out of lessons you have created for children which we haven't even mentioned.

Best of luck to those staff who are leaving us this summer and to those who begin their maternity leave or sabbaticals.

I hope you all have an excellent summer holiday and find time for a well-deserved break.

Regards

Dan