

Kyra Strategic Plan Commitments 2015-17



The Kyra commitments outlined below provide a range of accountabilities for the alliance, reflecting the aims and ambitions of the strategic plan. We will report publicly against these in July 2017.

Intelligent Accountability

- Every Kyra school will publicly pledge to share its data, at least annually – including areas of strength and weakness – with other Kyra schools.
- Kyra to publish its full set of 'Kyra Commitments' on its website by December 2015. These will be reported against in July 2017.

School to School Support & School Improvement

- Every Kyra school will be achieving above national average results on agreed key indicators (identified by February 2016 and reviewed in July 2016) by the end of 2016/17
- Kyra schools will all be achieving above average results for pupil premium children by end of 2016/17
- As a group our "at risk" schools will achieve significant improvements against identified key criteria within each academic year
- Kyra schools seeking support will be able to demonstrate tangible improvements in provision and data within a year of requesting such support
- Schools joining Kyra with an Ofsted grade 3 or grade 4 will improve their grade within 3 years of becoming members of the alliance
- 90% of those receiving support from Kyra's LLEs will rate their impact on school improvement as being 'very positive' or 'positive'
- 90% of those receiving support from Kyra's SLEs will rate their impact on school improvement as 'very positive' or 'positive'

Continuous Professional Development

- 90% of respondents to the Needs & Impact Survey will rate Kyra's CPD offer as 'excellent' or 'very good'
- Staff from every Kyra school will have engaged in an aspect of CPD by the end of 2016/17
- We expect all SLEs to be engaged in leading or supporting the delivery of a PLC, another Kyra CPD programme or course, or an aspect of school to school support by the end of 2015/16



- At least 80% of teachers and leaders within Kyra schools will receive 'coaching' training within two years
- At least 80% of teachers and leaders will be a designated coach to a colleague in a Kyra school within two years
- At least 80% of teachers and leaders will receive coaching or mentoring support at some stage within an academic year (either 15/16 or 16/17)

Leadership Development

- At least 80% of Kyra heads, school business managers and a governing body representative will attend at least one Kyra network meeting within the next twelve months; 90% of those attending will rate their experience as having a 'very positive' or 'positive' impact on their practice
- All new Kyra head teachers will be given access to the New Heads Induction Programme
- At least 50% of Kyra schools will provide an 'open morning' for learning walks within the next two years, which will be open to head teachers, senior and middle leaders, as well as LLEs and SLEs

Recruitment and Retention

- 100% of Kyra's trainee teachers will be 'good' or 'outstanding' upon completion of their training in 2015/16
- 100% of Kyra's trainee teachers will begin employed teaching roles in 2016/17
- Delivery of a successful marketing strategy that sees trainee teacher numbers increase during a period of transition
- Kyra to set up its own 'teacher supply list' for all Kyra schools within the next twelve months
- Kyra to consult on, and develop, a central approach to recruitment by the end of the spring term 2015/16

Research

- Every Kyra school to be engaged with at least one element of research before the end of the 2016/17 academic year
- 80% of designated SLE's to engage with the work of a Professional Learning Community by 2016/17
- Kyra to arrange at least one 'research and development day' before the end of 2015/16, to enable colleagues to network, share their research experiences and, most importantly, to learn from the outcomes of the research
- At least 65 (tbc) of non-school based Early Years settings will be engaged with an element of Kyra or Kyra Early Years work by the end of 15/16



Relationship with stakeholders

- Kyra to implement a system of moving around specialist 'hub' activities, to remove the geographical barriers to access for more isolated schools across Lincolnshire
- Kyra to maintain and enhance its relationship with the local authority and to work in partnership with them to help secure school improvement wherever possible
- Kyra to develop its relationships with other teaching schools in the local area, for the benefit of pupils right across the region; whilst remaining true to Kyra's vision and ethos
- Kyra to engage and work in partnership with growing multi-academy trusts to ensure that all children across Lincolnshire have access to a high quality education
- Kyra to contribute its expertise to at least two national education inquiries or policy development opportunities within the next two years
- The Kyra journal is published every half term, each with a focus on a particular area of our work months
- More schools engage with the Kyra Kids' Council, and cluster based working will be enable participation for all those who want to be involved
- The views of children on Kyra and how our schools work together are also captured through the 2016 Kyra needs and impact survey

Towards a sustainable future

- Kyra alliance to be self-sustaining by end of 2016/17 academic year, including development of commissioned services to MATs and other clients
- Kyra to have proportionately more schools move to an 'outstanding' Ofsted grade than the rest of Lincolnshire
- Kyra to develop a 'peer-rated' bank of resources and CPD
- At least two aspects of provision will be procured at scale for all Kyra schools to access within the next twelve months