

Ventrus Strategy 2017—19

Guiding principle	We are a values-led organisation focused on transforming lives through high quality collaboration and innovation across and beyond our family of schools		
Core vision	<p style="text-align: center;">Employer of Choice</p> <ul style="list-style-type: none"> The right work/life balance Strong leadership pathways Outstanding staff development Strong cultural integrity Enhanced terms and conditions 	<p style="text-align: center;">Educator of Choice</p> <ul style="list-style-type: none"> Valued by stakeholders Recognised by external partners Parents' choice Children's choice Outstanding outcomes 	<p style="text-align: center;">A Community Organisation</p> <ul style="list-style-type: none"> Supporting Schools regionally Intelligently contributing to national agendas Schools are central to the community Developing rounded citizens Preparing children for a multi-cultural world
Strategic approach	<p style="text-align: center;">Connected</p> <ul style="list-style-type: none"> Our core values of trust and authenticity enable colleagues to achieve deeply collaborative partnerships 	<p style="text-align: center;">Informed</p> <ul style="list-style-type: none"> Our core values of trust, responsibility and authenticity ensure that we all have the quality information we need to achieve our best 	<p style="text-align: center;">Focussed</p> <ul style="list-style-type: none"> Our core values of hope, energy and responsibility ensure that we keep the most important issues as priorities for us all
Priority workstreams	<ol style="list-style-type: none"> 1. Networking is embedded in the culture and is routinely evaluated for impact. 2. System leadership is realised locally and regionally with all leaders contributing to the Trust/sector development 	<ol style="list-style-type: none"> 1. Intelligent and accurate information is used to focus our work on the right priorities. 2. Quality conversations support our understanding of our organisation and the development of our people. 	<ol style="list-style-type: none"> 1. Rigorous self-evaluation which is externally moderated and grounded in evidence. 2. Precise and sharp school improvement planning that is dynamic in driving the school forward. 3. Trust wide support is proportionate to need and is general, targeted or critical, dependent on circumstance.
KPIs	<p>KPI 1: To ensure all our schools are Good or better by Summer 2018.</p> <p>KPI 2: To ensure that pupils' progress and attainment across the Trust are above national average with a particular focus on raising attainment in maths at the end of KS2 and attainment of disadvantaged pupils at the end of KS1.</p> <p>KPI 3: To develop and maintain a sustainable staffing structure that can accommodate anticipated growth, within a reducing financial operating model.</p> <p>KPI 4: To ensure all leaders fully understand and implement the core principles that underpin the MAT approach to teaching and learning.</p> <p>KPI 5: To ensure leaders across the MAT have a clear understanding of the levels of curriculum autonomy.</p>		