

Strategic Plan - WMG Academy Multi Academy Trust [MAT]

Vision for the WMG Academy MAT.

All students graduating from the WMG Academy MAT will be positioned at all levels of leaving to pursue potential learning and employment opportunities in world class advanced engineering and manufacturing. Our graduates will have a range of technical and analytical skills that are transferable to employment in other sectors or progression into further and higher education.

Mission for the WMG Academy MAT.

Each Academy will provide an excellent gateway to develop the skills for students wishing to pursue a technical career, especially in the advanced manufacturing & engineering sector.

Each Academy will make a significant contribution to social mobility through the additional provision of world class technical learning in the local community that raises aspirations and offers a practical progression route.

WMG, the University of Warwick and the Trustees will routinely review opportunities to expand and add further Academies that meet the vision of the WMG Academy MAT, enhance its financial status and improve outcomes.

The governance and location of each Academy will ensure that the curriculum will be shaped by the ethos and culture of local companies of all sizes – from SMEs to international companies with operations around the world, and that it is informed and inspired by the world class research and leading edge thinking of WMG and the University of Warwick.

Strategies for Success of each WMG Academy.

1. Outstanding Teaching Experience.

- Provision of a dynamic curriculum that is underpinned by a radical learning and teaching approach, designed around the needs of each student and the needs of employers.
- Generate an excitement for the opportunities afforded by engineering and the creation of high value products and services for the 21st century.
- Commit to an inclusive, outward facing approach and culture that will ensure the engagement of employers with an interest and involvement in engineering and manufacturing.
- Commit to excellent working partnerships with other local schools, the University of Warwick, other Higher Education institutions, professional bodies and employers, to ensure maximum opportunity for all students to enhance their learning experience in engineering and manufacturing
- Working together with employers and our University sponsor to ensure that learners have the maximum and excellent opportunities for their next stage of learning or employment
- Differentiated lessons to ensure that all learners achieve their outcomes.
- Ensure that learners appreciate the value of learning and achieve their highest levels by consistency of effort, enthusiasm, creativity and excellence;
- Develop student's ability to use assessment criteria to accurately self and peer assess.

2. Outstanding Development for Staff

- Using the excellent working partnerships with University of Warwick and other educational institutions to provide maximum opportunity for staff to develop their practice and wider professional knowledge.
- Through targeted professional development and INSET days, ensure that teacher's knowledge at subject and pedagogical levels remain at the forefront of current practice of industry and education with specific and individual development identified through excellent line management and annual performance reviews.
- WMG Academy staff have access to high quality resource material through partnership with the University and subsequent library access.
- Staff are supported to continue to develop themselves and their careers.
- Utilisation of the WMG Academy Trust's outstanding national reputation to access unique teaching experiences.
- Leverage of associate with national organisations, including the Baker Dearing Educational Trust, to share outstanding pedagogy and practice.

3. Outstanding Outcome for Learners.

- Focus of the curriculum to be a series of "technical commissions" designed by employers to reflect the world of work based on real current, business-focused, practical problems and challenges. Commissions will be designed to ensure students learn core skills and competencies and gain a range of qualifications as they work through the problems and challenges that have been set by the employers.
- Students to learn by doing things, making things, designing things and creating things.
- Team working will be the norm and students will work together to develop the skills that employers value.
- Students to be encouraged to exceed expected progress in all subjects; develop excellent literacy, numeracy and inter-personal skills; develop excellent engineering knowledge, skills and expertise.
- Ensuring that more able learners achieve their potential;

4. Outstanding Measures of Success.

- Students enjoy learning, progression and achievement; are confident individuals able to live a safe, healthy and fulfilling life; are responsible citizens who make a positive contribution to their communities and society.
- Academy has a reputation for the provision of sought-after employees who are self-motivated, persistent, technically confident and able to work as part of a team as well as being effective problem solvers.
- FSM, Pupil Premium and other vulnerable groups achieve in line with other groups within the academy and nationally.
- All graduating students achieve 100% employability or post-18 education placement.
- Each Academy routinely exceeds levels of progress from when they join the academy.