

HIGH ACHIEVERS POLICY

Role	<i>Designated Teacher for High Achievers</i>	<i>Deputy Designated Teacher</i>
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Our 'Named Governor' with special responsibility for is Stephen Hailes

Policy Reviewed & Approved by Governors:

Date: November 2015

Signed by Headteacher: _____

Signed on behalf of the
Governors Staffing Committee: _____

Townley Grammar School-High Achievers Policy 2015

As a top performing grammar school, our High Achievers policy has been written as a result of current academic research and an absolute commitment to promoting scholastic endeavour to every student in our school community at every stage of their learning. The research of Carol Dweck supports our belief that every student, adopting the right mindset and in a challenging, stimulating environment, has the ability to go beyond their best:

“Study skills and learning skills are inert until they’re powered by an active ingredient; belief. If you target that belief, you can see more benefit than you have any reason to hope for.” (Dweck: The Effort Effect, Stanford Magazine, 2007)

We have therefore adopted the term ‘High Achiever’ rather than using ‘Gifted and Talented’, to support our promotion of the philosophy of Growth Mindset; we believe that ‘potential’ for every student is limitless rather than determined by innate ability. We recognise and celebrate the fact that, as a grammar school, all of our students are highly able and as such we have adopted a whole school strategy for acknowledging and supporting High Achievers. High Achievers at Townley are therefore identified at two levels: academic success and progress made through effort and commitment.

Aims of the Policy:

- To ensure that high achievers are being engaged and stretched in all lessons and any evidence of under achievement is being tackled
- To foster a spirit of high ambition, self- expectation and a growth mindset
- To ensure that provision for High Achieving students is rooted in the day to day classroom experience and enhanced by quality enrichment opportunities both within the school and outside of it.

Intended Outcomes:

- To celebrate as a whole school community the success of high achieving students and recognise and reward achievement and effort for individuals in all school activities.
- To support students in developing a thirst for lifelong learning and a desire to continually challenge themselves.
- To raise aspirations towards prestigious universities and beyond
- To improve the satisfaction, recruitment and retention of students through their support of the ethic to recognise students who work hard to make more than expected levels of progress.
- A fluid register of High Achieving Students at both Subject and Whole School level.

Broad definition of a High Achiever:

We acknowledge that outstanding achievement may be demonstrated in a particular subject area or more generally across the curriculum and wider school community; high achieving students will therefore fall in to three categories and will be monitored accordingly under the following three strands.

- i) Whole School Academic High Achiever (Blue)
- ii) Subject Specific High Achiever (Green)
- iii) High Achiever for outstanding commitment, effort and progress (Purple)

Whole School Academic Achiever: (Blue)

Students will be identified in this first strand according to their attainment records. Students identified at this level are considered as having a Special Educational Need and will be provided for accordingly across the whole school. This group of students will be made known to all members of staff.

➤ Year 7

Students joining the school in Year 7 are identified in a timely fashion using a range of data including teacher assessment, ensuring that high achievers sustain progress and maintain a rigorous pace of learning. Methods of identification in Year 7 are as follows:

- Primary transfer records
- KS2 Transition data
- Baseline Assessment Tests (Midyis)
- Students in the top 180 11+ results
- Teacher recommendation

This year group will be monitored and tracked closely throughout the year both at a whole school level and in subject areas, to ensure that we identify accurately to meet the needs of the High Achievers from the beginning of their school career. Students identified in the first term of Year 7 as High Achievers will be identified using a combination of the identification methods above.

Parents of Year 7 Students will also be given the opportunity to inform us of any outstanding achievements made by their daughters prior to joining the school in the induction pack they receive prior to joining the school.

➤ Years 8 and 9

Students will continue to be monitored and identified as Whole School Academic High Achievers according to prior attainment using the following methods:

- Students who have exceeded expected levels of progress across all subjects by the end of the previous academic year. This will be monitored in line with progress checks in order to include students who exceed expected levels of progress across all subjects within an academic year.
- Students with an average point score which places them in the top 10% of the cohort
- Students who have been identified by 6 or more subject areas as a Subject Specific High Achiever (Green) will automatically be monitored as a Whole School Academic Achiever

➤ Year 10

Students in Year 10 will be identified according to their predicted average point score and the following criteria:

- Students with an average point score which places them within the top 10% of Year 9 cohort by the end of Key Stage 3.

- Students who exceed expected levels of progress across at least 10 subjects, to include Mathematics and English, within an academic year will also be tracked and monitored as an academic High Achiever across the school.
- Students who have been identified by 6 or more subject areas as a Subject Specific High Achiever (Green) will automatically be monitored as a Whole School Academic Achiever

➤ Year 11

Students in Year 11 will be identified according to their predicted point scores and Year 10 report. Students with a predicted above average point score (for Townley students) of 7.3 will be tracked and monitored as a High Achiever.

- Students who exceed expected levels of progress across all subjects within an academic year will also be tracked and monitored as a High Achiever.
- Students who have been identified by 6 or more subject areas as a Subject Specific High Achiever (Green) will automatically be monitored as a Whole School Academic Achiever

➤ Lower Sixth

Students who achieved an average point score of 7.3 or above at GCSE, or who are on track for 3/4 A Grades at AS/A2 will be tracked and monitored as a High Achiever.

➤ Upper Sixth

Students with an average point score of 7.3 or above at GCSE, and/or who achieved 3/4 A Grades at AS level, or who are on target for 3 A grades as A2, will be tracked and monitored as a Whole School Academic High Achiever.

Subject Specific High Achiever: (Green)

Departments will be responsible for identifying students who are excelling in a particular subject area – ie top 20% of students within a subject, and these students will be tracked and monitored as a Subject Specific High Achiever across all Key Stages according to an agreed and published departmental criteria for identification. Departments will have a rationale for identification and be able to provide up to date and accurate information on the provisions and interventions made by that subject area, both in the classroom and beyond. All students, staff and parents will have access to the criteria for identification of all subjects. The subject specific High Achievers Co-ordinator designated by the department will be responsible for the tracking and monitoring of students identified as Subject Specific High Achievers.

Students who are identified in more than 6 subjects within an academic year as a Subject Specific High Achiever, will automatically be monitored as a Whole School Academic High Achiever.

High Achiever for outstanding commitment, effort and progress: (Purple)

Strand three supports the recognition and reward for all students who aspire to taking risks and challenging themselves to go beyond their best. Any student who has shown a real commitment to their

learning or excelled in an activity or venture either inside or outside of school will be celebrated amongst the school community in the staff and student bulletin, website and House notice boards.

Students in all Year Groups who have been identified as having an exceptional skill in a particular area, for example Leadership-will also be recognised at this level.

Roles and Responsibilities for monitoring and tracking:

The schools' Data Manager will be responsible for updating and providing up to date information for all academic and associate staff on the progress of High Achievers at specific intervals throughout the academic year.

➤ Whole School Academic High Achievers (Blue)

Students will be monitored by the High Achievers Co-ordinator and relevant Learning Manager on a termly basis, using data tracking sheets and progress reports. Whole School Academic High Achievers will be added to the High Achievers Register at this level, where they meet the criteria. These students will also be highlighted on SIMS.

Students who are monitored in this strand, whose performance begins to dip, will be highlighted in a timely manner and interventions put into place on an individual basis to support.

➤ Subject Specific High Achievers (Green)

This group of students will be monitored by classroom teachers and tracked accordingly by the Subject Specific High Achievers Co-ordinator on a half termly basis. It will be the responsibility of the Subject Specific Co-ordinator to ensure that students in this strand are monitored closely and that any information, in the respect of data or provision, regarding this cohort requested by the High Achievers Co-ordinator or Learning Manager can be provided.

➤ High Achievers for outstanding commitment, effort and progress (Purple)

It becomes the responsibility of all academic staff: SLT, House tutors, Learning Managers, Cluster Leaders, classroom teachers, to ensure that the students who deserve to be recognised and rewarded for demonstrating resilience and effort, or for something they have achieved outside of the classroom are made known to the High Achievers Co-ordinator so that this success can be recognised and celebrated.

In the monitoring of High Achievers across all three strands, a whole school focus will be placed on identified groups of students.

Review and Analysis

There will be an annual review of the High Achievers policy and its effectiveness by SLT and the High Achiever Co-ordinators. This will take place at the end of the Summer Term of each academic year. The policy will be amended and/or updated as appropriate.

There will be an analysis of the progress of all identified High Achievers annually.

Current Whole School Provision for High Achievers:

Key Stage 3:

- All subject areas provide specific stretch and challenge opportunities within schemes of work and specific support strategies for high achievers
- High Achievers placed on agenda of every Departmental meeting
- Townley Leadership Programme

Key Stage 4:

- Townley Leadership Programme
- Saatchi Group
- School visits

Key Stage 5:

- Townley Leadership Programme
- Articulation
- Oxbridge Programme
- School and university visits

Appendix: Proposed New Initiatives:

Following an audit of whole school provision in Autumn 2014, a document of enrichment activities will be produced and all provisions monitored.

New initiatives for this academic year will include:

- A High Achievers page on the Web-site- with a High Achievers Strategy chart to support parents, students and staff.
- Student Voice will be co-ordinated by the Deputy Director of Learning as part of the Teaching and Learning Student Forum, in order to identify and share effective strategies across all Key Stages.
- Reports and UCAS statements will reference High Achieving Students using the language of Growth Mindset
- Subject specific initiatives will also be uploaded to the website and updated regularly
- High Achiever events and opportunities will be published in a booklet
- High Achievers will be on the agenda at SLT meetings
- Photographs of all Whole School Academic High Achievers will be published in the Staff Room
- High Achievers Summer School
- The Extended Project Qualification/Higher Project
- Open University new initiative for Key Stage 5
- Online courses
- High Achiever and Subject Scholars in the Sixth Form to be trained to mentor younger students