



David Triggs

Message from the CEO

All our academies are well into the examination season and I am sure we will soon be waiting with anticipation to see the outcomes of the students and teachers' endeavours over the last twelve months. The AET Chairman, Ian Foster, wrote to all Year 11 students wishing them well and thanking the staff for their hard work and I am sure each academy will, yet again, show a raising of standards by the time we begin the next academic year.

At the time we published the last edition of AET Connect we were awaiting the outcome of the General Election. As we all now know the new 'coalition' government was formed and we welcome the Right Honourable Michael Gove as Secretary of State for Education. Already we have seen some quite dramatic changes in policy with a massive expansion of the academy programme and the potential for all schools to leave the control of their Local Authorities.

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It is my view that over the next three to four years there will be potentially four categories of schools. These may be:

- 1) The current academies plus the 100 schools that have been identified as having been in Special Measures for more than one year. These schools will require a sponsor;
- 2) Those schools who have been judged as 'outstanding' by *Ofsted* and who wish to leave Local Authority control. These schools will be given academy-like freedoms and funding but will not require a sponsor, and will have to work with an under-performing school;
- 3) The 'free' schools, which can be set up by parents, teachers or charities and will have to select an education provider to run their schools for them; and
- 4) Those voluntary aided, voluntary controlled, Community and Foundation schools that fall outside the first three categories. In reality, in the fullness of time, and as Local Authorities are financially forced to cut-back the services they offer, the fourth group will be left with little alternative but to seek academy status.

It is also clear that financial cut-backs are inevitable in all public services and the *Academies Enterprise Trust* remains resolute that we will do everything within our power to support our academies in protecting front-line services. We have already started working with our academies in identifying efficiency savings, and ways of ensuring we all become more effective by being more efficient and economic in the way we work. We await, with some trepidation, a full budget statement from the new Chancellor of the Exchequer, but assure all staff we will look at all areas of our work in order to protect jobs. It is, however, crucial that at a time of falling pupil numbers in the primary schools, and greater choice for parents, that we all strive to ensure our schools are the *Education Provider of Choice* for Students; *Employer of Choice* for Staff; and *Investment of Choice* for Parents.





Zoe Goodwin,
Director of Professional
Development and Training



Richard Sparks,
Learning Technologies Manager

New AET website launch

The screenshot shows the Academies Enterprise Trust website homepage. At the top left is the AET logo with the tagline 'To make our best better'. To the right of the logo is contact information: 'contactus@academiesenterprisetrust.org', 'Tel: 0845 4530060 Fax: 01702 207605', and a search bar. Below the logo is a navigation menu with links: Home, About Us, News, Academies and Schools, Enterprise and Solutions, Trust and Influence, Vacancies, and Contact Us. The main content area is divided into three columns. The first column features a photo of a young boy in a suit with the caption 'Academies and Schools'. The second column features a photo of a woman in a suit with the caption 'Enterprise and Solutions'. The third column features a photo of a man in a suit with the caption 'Trust and Influence'. To the right of these columns is a 'Login' form with fields for 'Email' and 'Password', a 'Remember me on this computer' checkbox, a 'Log in' button, and a 'Forgot your password?' link. Below the login form is a section titled '10 Key Drivers' with the text 'As we work with all of our academies and associate schools we aim to:' followed by a list of four drivers: 1. realise the potential of every individual, 2. celebrate the whole child, 3. focus continuously on learning and teaching, and 4. maintain a perpetual cycle of monitoring, evaluation and review.

This month sees the launch of the brand new AET website which has been totally overhauled to reflect the changes in the AET as an organisation over the last few months.

The new site has also been broken into three main sections, Academies and Schools, Enterprise and Solutions and Trust and Influence to help you find the information you need about the AET and its Academies and services.

The site aims to keep you much more up to date too, the 'News' section contains the latest AET news, the Academy newsletters and every copy of the AET Connect newsletter so it is easy to keep up to date with all the great things that the AET are doing. You can also subscribe to an RSS feed for each news section by clicking this logo:



Principals/Headteachers and Senior Leaders also now have access to the IMPROVE™ framework that enables access to all of the systems and documents associated with initiating/ maintaining school improvement as well as leading the sharing of best practice.

For further information contact **Richard Sparks** via rsparks@academiesenterprisetrust.org or **Zoe Goodwin** on zgoodwin@academiesenterprisetrust.org





Jenny Yearsley,
Director of Data

Realview - a Business Intelligence Dashboard for our Academies

Realview is a business intelligence tool designed to provide a flexible view of academy data to both the overarching authority/sponsor and individual academies in real time. The AET may purchase the software from Serco Learning who is also responsible for our current academies' management information system, Facility CMIS. The information provided, similar to the Weekly Performance Data sheets produced currently, comes directly from the academies' databases.

The CEO and Director of Academies and Schools for the AET along with the academies' Head teachers and senior managers will be able to analyse the same data prior to discussions. They will be able to ascertain key areas for conversation before their meetings and check on the progress of planned improvements.

Realview will provide access to accurate real-time data ensuring correct information is available at all times:

- *Users won't have to wait for the next Weekly Performance Data sheet to check on progress*
- *Users can pursue their own lines of enquiry*
- *More constructive conversations can be carried out based on a common view of data between academies and sponsors*
- *More responsive and better decision-making can be based on having up-to-date information when required*
- *Saves time asking and waiting for information to be provided*
- *Filtering which allows users to see statistics for vulnerable groups e.g. pick out all the Looked After students, FSM eligible, EAL, etc.*
- *Drill down feature which has the ability to see which individual students are responsible for a particular statistic*
- *Drag and drop which enables users to compare data side by side*

Key Stage 3 Progression

Select a Course Year: 9 | Starting point will be Exam Year 7 and Criteria Autumn

Select sub-levels of Progress: 3

Subject | Gender | Ethnicity | Free School Meals Eligible | In Care | Gifted And Talented

Exam Year	Criteria	Number of Results	% Achieving < 3 sub-levels of Progress	#	% Achieving 3 sub-levels of Progress	#	% Achieving > 3 sub-levels of Progress	#
7	Autumn	2149	100.00 %	2149	0.00 %	0	0.00 %	0
	Spring	2126	88.66 %	1885	6.77 %	144	4.56 %	97
	Summer	2024	77.17 %	1562	10.87 %	220	11.96 %	242
	Target	2063	66.26 %	1367	12.55 %	259	21.18 %	437
8	Autumn	2050	71.37 %	1463	11.90 %	244	16.73 %	243
	Spring	2050	58.73 %	1204	14.34 %	294	26.93 %	552
	Summer	2063	45.37 %	936	16.63 %	343	38.00 %	784
	Target	2149	46.95 %	1009	0.00 %	0	53.05 %	1140
9	Autumn	2063	39.65 %	818	15.66 %	323	44.69 %	922
	Target	2149	16.66 %	358	14.05 %	392	69.29 %	1489



Katharine Dines, Director of Recruitment, Retention and Marketing

The critical date for resignations has now been and gone and I am pleased to report that the AET Academies have escaped relatively unscathed which is testament to the fact that the retention rates within the academies remain excellent. Those who have selected to move on have gone, on the whole, to promoted posts which were not available within. The success of these teachers in securing appointments outside of the AET indicates that AET teachers are highly skilled, developed and clearly extremely sought after and marketable.

The busy few months have also led to successful and promising appointments in all of the AET academies which will, hopefully,

serve to bring in fresh blood, new ideas and contribute to raising standards. Not least of which, the appointment of two new Headteachers to lead the Witham academies. Debra Bull, at New Rickstones Academy and John Szyal, at Maltings Academy will take up these exciting and key roles and continue to develop these academies by building on successes to date and setting new visions.

To replace John Szyal after 21 successful years at Greensward Academy, the appointment of Trenica King as Vice Principal has also been made. Trenica brings with her a wealth of experience from other schools, enormous drive and ambition and the necessary passion for raising standards whilst keeping the Every Child Matters agenda at the heart of academy life. Within the academies, several high profile vacancies have also been filled, these include Directors of Mathematics at both Greensward and New

Rickstones, a Director of Extended Learning at Clacton Coastal Academy and a Director of Specialism/Arts also at New Rickstones. Maltings Academy also managed to fill their only vacancy on the last day of term.

The difficulty in appointing teachers of English and Maths remains the main challenge facing us. Despite continuous advertising and high profile campaigns to attract teachers with these specialisms, several posts remain unfilled and academies are having to seek support from agencies which specialise in recruiting teachers from Ireland, Wales and further afield. The determination to overcome this problem by introducing new initiatives and developing innovative strategies continues to be at the forefront of the work within the AET office. This will continue to be essential as the situation in the South East is not likely to improve!





Beverley Dowsett,
Director of Finance

Finance

The current year is again drawing close to an end and this month sees all the new budgets being prepared. All budgetary needs should be notified to the relevant staff in each Academy and within the AET for consideration for the new budgets. Budgets are quite tight this year and with the change of Government it is currently not clear what the future budgets will look like in financial terms.

We are currently in the process of recruiting a Financial Controller for the AET. This role will take on all the monthly monitoring of Academies and will in time provide PS Financial support on the non technical side to enable us to adapt and develop the system to our needs. This role will in the first instance work out of the office in Maltings.

All the new Academies for September have now received their initial budgets and short term finance support has been recruited to support the Nightingale and Aylward Academies in this change over period.

The structure for the Finance Managers meetings will change from September. I am proposing a meeting in the Essex Area once every two months and one in the London Area on the alternative months. There will also be an opportunity on an annual basis for the staff to meet.





Rowena Simmons,
Leader of Literacy

GCSE Revision

Revision sessions for English Language have proved hugely successful this year. The commitment and enthusiasm of our English teams is reflected in the significant numbers of students arriving for voluntary revision sessions during the gloriously sunny half term week. An impressive 37 students attended the first session at Maltings. Thanks to all of you for your hard work in organising revision sessions and for motivating your students so effectively to 'make their best better'.

'Apple Creatives'

On the 18th May a group of 25 year 9 students from New Rickstones Academy visited the Apple Business Centre in Lakeside to receive expert tuition from the 'Apple Creatives'; Apple's in house tutors. The students were guided through the intricacies of Garage Band software and i-movie to create their own sounds and footage using the latest Apple hardware. Students were also given a goodie bag which included an Apple T shirt and CD on which they were able to save their work.

Apple are extremely keen to work with all of our academies and are offering free one and a half hour workshop sessions, using the software and hardware that most suits the task in hand and the ability and age range of the students involved. The Apple Creatives will work with us to tailor the session to suit any aspect of English study for any age range and will also undertake visits to individual schools if required.

The dates for the next sessions of workshops will be released shortly by Apple and this will be emailed to you as soon as possible. All workshop sessions take place in the morning while the store is at its quietest. If you would like any further information, please contact me via email on rsimmons@academiesenterprise.org



Cross Academy English Conference

The date for our first Cross Academy English Conference has now been finalised as the 30th June and the conference will be held at Kilnfield House in Hockley. The day will be an exciting opportunity to meet and share outstanding practice, and to discuss and plan our approaches to the new syllabus for teaching English at GCSE. There will be a representative from the Welsh board to give further information about their new specification and methods to conduct controlled assessment. The day will also focus on the use of technology to engage and sustain students' interest and I will be sharing the latest information from the Literacy and Technology Conference in London on June 17th. I look forward to welcoming representatives from the English teams across all our academies.

Look out for... Information about our virtual book club... coming soon!



Leigh Shelley,
Director of Human Resources

HR Report – May 2010

Affinity Easter Prize Draw.

I am delighted to report the following winners:

Daniel Smith (Clacton Coastal Academy) - £100 Vouchers

Sarah Chaplin (Clacton Coastal Academy) - 2 x Cinema Tickets

Maureen Black (Clacton Coastal Academy) – 2 x Cinema Tickets

Steven Lavender (Maltings Academy) – 2 x Cinema Tickets

Anthea Roue (New Rickstones Academy) – 2 x Cinema Tickets

Mike Salisbury (Greensward Academy) – 2 x Cinema Tickets



As an employee of one of our partner companies, we're delighted to welcome you to the **Ford Advantage Programme**.

This means you're now entitled to a **free 3 year servicing plan** (see website below for full terms and conditions) with the purchase of any new Ford vehicle. You can also benefit from any additional retail promotions, including a whole range of free features on selected vehicles, and substantial customer savings that may be available at the time of ordering.

Simply visit www.FordAdvantage.co.uk to find out more about this exclusive promotion and obtain your voucher.

CONTINUED OVERLEAF...

Once you've downloaded this voucher and filled in your details, just visit your local Ford Dealer and tell them you're a Ford Advantage customer. They'll then be able to confirm the prices, plus any additional retail promotions currently available. This is also a good time to talk to them about vehicle finance options, as they can advise you on the best way to finance your vehicle purchase*.

If you've any questions about the programme, please visit www.FordAdvantage.co.uk where you'll also find information on the Ford range of vehicles, current promotions and location details for your local Ford Dealer.

Are you claiming your benefits from the Health Cash Plan?

If you are a member of this plan you are entitled to claim various benefits in respect of optical, dental, consultations, physiotherapy, osteopathy, acupuncture, chiropractic, homeopathy, chiropody and health screening. There is also a 24 hour Counselling and Advice line and up to 6 face to face counselling sessions available to members with some additional benefits for dependent children.

If you require any further information please do not hesitate to see the HR Manager within your Academy in the first instance.





Ian Taylor, Leader of Mathematics and Numeracy

All our academies have been working extremely hard towards the final GCSE examinations on the 7th and 11th of June. A large variety of intervention strategies have been implemented.

New Rickstones Academy have incorporated a wide range of intervention strategies since early March. Target students completed a MOCK examination straight after Easter in order to provide Barbara Clarke, the former subject leader, up to date information for the students. Assessment for learning in lessons is very useful but the analysis of this MOCK was very interesting and helped to provide students with a very effective personal learning plan. Following on, all target students took part in one on one meetings with a subject specialist. One on one meetings take place in many academies with mentors but this meeting was very subject specific. Students were guided through their MOCK papers, supplied with weak areas, given individual resources to help overcome their weak areas and identified a personal revision timetable. Target students have received extra maths lessons weekly, completed revision sessions prior to examinations

on the 7th and 11th and participated in two revision days over May half term.

Likewise Clacton Coastal Academy have been working extremely hard to achieve record GCSE results. Facing the challenge of working over two sites and having the second lowest FFTd data within the AET, the subject leader, Richard Battye, has been working very hard alongside James Bensmore and Tribel consultant, Caroline Parry. Some students have participated in one on one meetings following the same structure as New Rickstones Academy. Students participated in holiday revision lessons and whole maths revision days have taken place throughout the year with further days planned before the Modular maths re-sit at Colchester Football Club. Students have completed exam revision guides generated by key stage four coordinator James Bensmore. Revision days have followed a very effective structure, past papers have

been analysed and common topics identified. Teachers then teach key topics so that students carousel between the classes to become champions of these common topics. This structure has had a positive effect on MOCK examination results.

Greensward Academy have worked very well as an intervention team. Senior leader Rob Bard and James Ketley have worked with subject leader Chris Allen and John Jevons to develop an intervention plan. This plan has involved very detailed analysis of students examination results and papers. The analysis of these papers was then passed on to students who received a detailed list of their weak areas. These weak areas were then mapped to resources for students to complete at home, including a link to maths watch videos. Students have worked intensely during after school lessons all year and Chris Allen has worked with students



during many Saturdays lessons. John Jevons worked with students for two days over the May half term and has given up his time for all other holidays. Target students were identified back in January, groups were moved and the most vulnerable of these students have completed a range of specific revision lessons.

Maltings Academy had a great deal of success in November's early entry and subject leader, Steve Taylor, believes Maltings will achieve record GCSE results of over 60% A*-C. Students have completed extra intervention lessons with Jill Underwood, who is an expert in D / C borderline conversion, and target students have

completed two revision days at Kilnfield House in which students practised past paper questions with Steve Taylor, Jill Underwood and Ingrid Leatherdale.

Thank you to all our academies for their hard work and dedication. If our students have worked as hard as our teachers over the last few months then we will be have a very happy results day in August.

Many of our mathematics departments have developed new intervention strategies this academic year. It is fair to say that developing these and incorporating them into the calendar has added to the stress of a mathematics

department. The hope of many of our subject leaders is to have an intervention model that incorporates best practice from all academies, continue to innovate and have events placed on the calendar so that subject leaders and colleagues can plan ahead.





Dominic Fenton,
Community Sports
Development Manager

Sport Relief 2010

Sport Relief took over all the academies who all organised their own events in order to raise money for comic relief and for disadvantaged children both in the UK and abroad.

British hockey player, Chloe Rogers, and Paralympian Wheelchair athlete, Anne Wafula Strike, travelled to each academy in order to meet with the students and staff taking part in the activities. The first stop was *Greensward Academy* where some staff were still recovering from their charity football match the evening before with Essex Police, which unfortunately, Greensward lost 4-2. Students took part in the sport relief mile before having their photos taken with Anne and Chloe and the student council organised quizzes for the students during the day.

The next visit was to New Rickstones Academy where students were taking part in a bouncathon before the whole school embarked on the sport relief mile during their last period. Chloe and Anne were interviewed by students and were then seen by Roger Buxton, formerly Sports Editor for BBC Essex.

The third visit was to Maltings Academy where students from each year group took part in the sport relief mile. Our guests arrived in time to watch the sixth form students completing their run. The students did really well and dressed up impressively for the event.

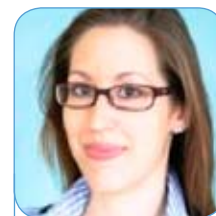
We then travelled down the A12 to *Clacton Coastal Academy (Coast site)* where our guests interacted with year 9 students. The students completed the sport relief mile before dashing into the sports hall for the rowathon. The final leg was at the town site where students took part in the mile run followed by football in the sports hall.

A huge **thank you** to everyone who took part in the sport relief event and helped to raise over £2,000 pounds for Comic Relief and disadvantaged children. Clacton Coastal Academy was proudly featured as part of the BBC's national Comic Relief TV coverage.





Vik Verma,
Project Manager



Amanda Skeels,
Assistant Project Manager

As you are aware, the AET is working to extend its network of academies with projects on the Isle of Wight, London Borough of Richmond upon Thames, Felixstowe and Enfield. As part of the formal process to transfer a school to an academy there are a number of activities that must take place to ensure the academy is ready to open and prepared for the challenges ahead.

I joined the AET on February 1st and shortly afterwards was joined by Amanda Skeels as Assistant Project Manager. Michelle Forman joined in May 4th as Professional/Project Assistant for the Isle of Wight Academies. Our immediate priorities were and continue to be the management of the new academy projects for Richmond, Felixstowe and the Isle of Wight. Our simple measure of success is the seamless transition from School to Academy

Beyond these immediate priorities, we are working, alongside the Enfield and Isle of Wight PM teams, to develop a standardised AET Project Management framework within which all Academy Projects will be managed. AET's new internal Project Management service is central to the coordination and management of all of the tasks we must go through to open an academy and ensure the transition from school to academy is seamless.

What is AET Project Management?

Whilst there are many definitions of Project Management, AET Project Management is the planning, start up, management, assessment, execution and close down of a project to ensure that the desired vision is achieved within the time and budget parameters set. In addition we continue to work with open academies to ensure they receive project management support where required.

Over the coming months alongside managing the opening of future academies, we will be developing a number of training modules to give everyone across AET an opportunity to learn about aspects of project management and understand how it can help you in your everyday work.

If you have any suggestions or want to know more about the AET Project Management service, please contact **Vik Verma** on **07826 840 561** or via email at **vverma@academiesenterprisetrust.org**

Latest Project Updates

Enfield - The master and supplemental funding agreements for Aylward and Nightingale Academies have been signed off. We are currently in the process of confirming the academy logo, colours and uniform working in consultation with the SLT and students.

Felixstowe Academy – Whilst this project is relatively early on in the process to becoming an Academy the AET are holding productive meetings with representatives of the predecessor schools, DfE and Suffolk County Council, to develop plans for collaborative working with the local community.

Isle of Wight - Productive discussions are currently taking place with the Council regarding staffing and the land transfer. The Funding Agreement is currently being finalised for the approval of Secretary of State by the end of July.

Richmond Park Academy – Good progress has been made on the project but with many challenges ahead. A fresh start has been marked with a new brand for the predecessor school including a brand new uniform, logo and name. We hope to achieve the funding agreement soon.



Michelle Forman at the AET's Isle of Wight office at Newport.

Michelle said,

"I have worked closely with the Island schools for a number of years in my employment with the Isle of Wight Council. I am extremely excited to be part of the team to ensure that Ryde and Sandown become the best schools they can be."

New £25million Building Scheme underway at New Rickstones

Work on a major multi-million pound construction scheme to build a new school for the Witham academy has recently begun and was commemorated by a turf cutting ceremony earlier this month. Headteacher Designate Debbie Bull, who takes over fulltime from Jonathan Gillard when he becomes Principal at Aylward Academy in Edmonton in September, took to the controls of a JCB, supported by NRA students.

Debbie said, "This is the next important milestone in the development of the Academy. This new building will provide fantastic opportunities for all learners in the Witham community."

