



Business and Enterprise Development Plan 2008 -11



- 1 Targets
- 2 Teaching staff requirements
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	2007 Actual	2008 Target	2008 Actual	2009Target	2010Target	2011Target
Maths L5+	51%	62%	46%	65%	66%	
Maths L6+	24%	28%	31%	32%	39%	
% L5+ ICT	24%	62%	46%	63%	65%	
2 Levels of Maths KS3	23%	45%	30%	50%	50%	
%5A*-C En & Ma	24%	31%	20%	33%	31%	31%
APS	313.8	290	368	310	325	318
% of entry A*-C Bus	42%	55%	72%	58%	60%	65%
% A*-C English	38.60%	40%	34%	42%	44%	46%
% A*-C Maths	31.30%	35%	26%	36%	38%	40%
% A*-C ICT	51.50%	54%	59%	55%	56%	57%

1 Targets

1.1 Business							
	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Business to build on existing success and to increase student take up at KS4 from present level of 20% to 30% with all students undertaking some form of vocational course linked to business and enterprise.	IL	£200	Sep 08 – Jun 09	Production of promotional literature and career pathway information and support. Linked to Bus Ed Link and Connexions Services.
A2			Business produce a 3 year action plan focusing on: increasing the number of students achieving A*and A grades at KS4. developing a stronger community cohesive offer increasing the number of students following business based course.	IL	Nil	Nov 2008	Special programme of support for students designed in partnership with Young Enterprise, Business partners and G&T team.
A3			Business to build on existing success and to increase student up take at KS5 to 25 students	IL	Nil	Nov 08 Apr09	Assemblies and presentations to year 11 students to highlight qualifications and pathways. Recruitment of students Apr 09.
			Business to build on existing success and to increase student A*-E KS5 from 78% to 82% by 2009.	IL	Nil	Sep 08	Track student performance half termly and identify intervention as required.
A4		6.1(iii) 6.2 (i)	Provide support through QoT Team to move teachers to Good or Better, through triad initiative ,CPD and supportive observations.	GG / IL / KDA	£1000	Sep 08 ongoing	60% of teachers in department judged Good or better. Lesson observations.
		6.2 (ii)	Ensure teacher marking is to standard and levels and grades are accurate and consistent.	II	£100	Sep 08	Moderation work within faculty. LA advisors support Regular book trawls with feedback.
		6.1 (ii)	Support for literacy and numeracy. Establish key priorities.	IL	£500	Oct 08	Evidence in schemes of work, lesson obs and book trawls.

1.2 Maths

1.2 Maths							
SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation	
	6.1 (i)	Support for Maths through National Strategy consultants	KDA, MEH	Standards Fund	Jun 08 – Jun09	Half termly progress checks on pupil progress- report to governors. Strategy consultant notes of visit to SSC and senior advisers	
	6.1 and 6.2	Participation in IMP initiative	KDA and Faculty	Cover.	July 08 - jul 09	Improved learning through better teaching. Lesson obs, book trawls and student performance.	
	6.1 (iii) 6.2 (i)	Provide support through QoT Team to move existing teachers to Good or Better, through triad initiative ,CPD and supportive observations.	GG / IL / KDA	Nil		60% of teachers in department judged Good or better. Lesson observations.	
	6.1 (ii)	Support for literacy and numeracy through key priorities.	KDA	Nil	Oct 08	Evidence in schemes of work, lesson obs and book trawls.	
A1	6.1(i) (iv) (v)	To achieve at least 30% C grades or better and 21% 2 levels of progress at KS4 by planned and targeted intervention. Close tracking of students. Extra sessions to support students taking modular exams. Half-term and Easter schools.	KDA	TBA	Sep 08	Monitoring of student progress through testing. Feedback to students. Pilot monthly plotting of progress graph.	
A2	6.5(iv)	Parental involvement and regular feedback piloted with specific groups in year 11. Scheme evaluated for impact and possible school model..	DL, KDA	£100	Oct	Maths produce specific half-term feedback to parents of y11 students with action points.	
A3	6.1(iv) (v)	Provide targeted intervention through G&T to increase students achieving A*/A from 2% to 3% in 2009	KDA	£800	Dec 08	Special programme of support provide in partnership with AST and G&T team.	
A4	6.1(i) (iv) (v)	Provide targeted intervention through G&T to achieve at least target of 32% L6+ in 2009 and to put in place a process for future improvements.	KDA, PJO	£500	Dec 08	Special programme of support provide in partnership with AST and G&T team.	

A5		6.1(iv) (v)	To achieve at least 60% Level5+ or better at KS3 and 50% 2 levels of progress by planned and targeted intervention. Close tracking of students. Extra sessions to support students. KS3 preparation week. Easter schools to	KDA	£2000	Oct 08	Monitoring of student progress through testing. Feedback to students.
A6		6.2 (ii)	Ensure teacher marking is to standard and levels and grades are accurate and consistent.	KDA, DL	Nil	Sep 08	Moderation work within faculty. LA advisors support Regular book trawls with feedback.
A7			Establish students' attitude towards maths.	KDA, DL	Nil	Oct 09	Survey all KS4 and Y9 students to establish base line information regarding perception of maths.
A8			Action plan focused on introducing A level maths by September 2011.	KDA	Nil	Jan 09	Maths Action Group formed to produce a 3 year plan with targets for developing students capabilities and interest to successfully follow an A level maths course.
A9			Maths motivational sessions to help change some of our students perception of maths	DL, KDA	£1000	Dec 08	Happy Puzzle Co to work with year 9 and 11.
A10			Study skill sessions for KS4	DL	£1600	Nov 08	Use of skills developed and monitoring student habits re independent learning and revision.
A11			PSPs used in maths piloted for impact.	DL, KDA	£1500	Nov 08	Numeracy levels and attitude towards maths evaluated.
1.3 ICT							
	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1		6.1(iv) (v)	To achieve at least 59% C grades or better at KS4 by planned and targeted intervention. Close tracking of students. Extra sessions to support students.	GG	£5000	Nov 08 ongoing	Plan monitored for impact. Interim tests and final exam analysis.
A2		6.1(iv) (v)	To achieve at least 50% Level 5+ or better at KS3 by planned and targeted intervention. Close tracking of students. Extra sessions to support students.	GG / IL	£4000	Sept 08 Jul 09	Close monitoring of student progress with aim of achieving the target of 63%. Internal half -term reports on cohort IL monitoring
A3		6.1 (iii) 6.2 (i)	Provide support through QoT Team to move existing teachers to Good or Better, through triad initiative ,CPD and supportive observations.	GG / IL / KDA	£500	Oct 09 ongoing	60% of teachers in department judged Good or better. Lesson observations.
A4		6.1 (ii)	Support for literacy and numeracy through key priorities.	GG	£300	Oct 08	Evidence in schemes of work, lesson obs and book trawls.

		6.2 (ii)	Ensure teacher marking is to standard and levels and grades are accurate and consistent.	GG	Nil	Sep 08	Moderation work within faculty. LA advisors support Regular book trawls with feedback.
A5			Build on the 8% of KS4 cohort presently achieving A*/A grades. Target 8.5% 2009.	GG	Nil	Sep 08	Tracking student progress half termly. Planned intervention as required. Steering group monitoring.
A6			Develop IBT. Build on one year at KS3. Introduce better tracking of student progress.	GG	Nil	Sep	Tracking system in place. Half termly reports on progress.

2 Teaching Staff requirements

	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			2006 entire teaching staff had one-day work experience in a subject related business. Review evaluation and plan for repeat and improved opportunity for 2009 /10	DL, ILA	Ed Bus Links time.	2009 -2010	Staff up date industry knowledge and make contacts for resources and contacts to support subjects.
A2			Continue to offer staff CPD opportunities through Education Business Links.	DL MEH	Cover costs	Sep 2008 ongoing	Staff up date industry knowledge and make contacts for resources and contacts to support subjects.
A3			Training for staff to support students to make short video / audio presentations.	RER, Ed Bus Link	£1000	Sep 2008 ongoing	Staff attending courses and subjects producing material for broadcasting.
A4			Pilot Training to get colleagues qualified in A1 and V1 City and Guilds	DL	£3000	Complete Dec 08	Quality of marking and assessment improved. More consistency across skills centre and increased capacity.

3 Student Experience

3.1 Curriculum							
	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Work with local recording studio to develop Level 2 Radio Production Course. Pilot year 9 students in 2008-9 leading to a minimum of 2 modules with view to introduce in Sept 09 Y10 option.	DL	£3000	Sp 08 Jul 09 Ongoing	Trial with small group of year 9 students. Complete at least 2 units towards qualification

A2			Investigate and preparation for introduction of Sales and Marketing course re ISMI and an Accountancy qualification. Head of B & E to liaise with City College and KPlan Accountants Partnership to plan and resource course.	DL, IL	£200	Oct 08 Sep 09	Training completed. Course outline produced. Student take up of 10 students from ISCCB and partnership schools. Student mentored toward option min 12 students take up. Apr 09.
A3			Develop Young Enterprise scheme through a range of subject areas. Y1 model established through performing arts focusing on marketing, budgeting, output, team building and leadership skills.	IL, RER	£500	Oct 08 ongoing	Young Enterprise linked to Perf Arts and to develop as good practice model in place by May 09. DT and PE to shadow and begin own enterprises.
A4			Work with Ed Bus Ptnrship to introduce an extended enterprise project linked with Y10 work experience circa 50 students.	DL	£1000	Sep 08	50 students undertake programme Jul 09 and as a result have improved skills in eg: Presentation, budgeting, planning, marketing, problem solving, risk taking evaluating. Programme evaluated for further development. .
A5			Work with young Enterprise to develop Learn to Earn (Y8) and Employment Law (Y11) modules so as to be suitable for delivery to ISCC students as part of Bus and Ent days.	IL	£1500	Oct 08 – Jul 09	Revised programmes approved and presented to students Nov 08 to make material more accessible to year groups. All students demonstrate raised awareness through basic knowledge questionnaires.
A6			Develop and increase the vocational skill courses. Develop a level 2 course in catering and construction. Introduce hairdressing. Investigate future course such as Beauty, Horticulture, Retail, and Landscaping,	DL	£5000	Sep 09 , Sep 10	Sep 08 start - Hairdressing Y10 c. 12 students Y12 c. 12 students. Sep 09 -Introduction of other courses. Courses fully staffed and populated.

3.2 Development ethos and identity through enhanced knowledge and experiences.

	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Introduce School TV and Radio Station to be broadcast in canteen. Focus on engaging disaffected students, support students in developing literacy and numeracy skills.	DL, RER SAL	£5,000	November 2008 ongoing	Start to broadcast audio programmes at least once a week from Nov 2008. Video programmes broadcast from Jan 2009. Evaluate impact on performers re curriculum and service to listeners
A2			Introduce and embed I CAN Enterprise campaign to reinforce enterprise approach and skills.	IL, DL HoF	£1000	Dec 08 ongoing	I CAN enterprise skills evident in subject lessons and around school, posters, adverts, school documents. All students and staff introduced to concept and implications in subjects. Initiative Launch Jan 2009. Student and staff baseline survey Dec 2008. Follow up survey Jun 09
A3			Start opportunity to develop a catering outlet run by our catering students in the Pump Building (Prince of Wales community Trust Building). Scoping meeting to take place Oct 08	DL / CHA	£1500	Oct 08	Development of kitchen and establish working / learning.
A4			Develop initiatives such as The Apprentice to re-engage disaffected Y10 students	JGI / CSW	£2000	Nov 08	Evaluate scheme with intention of introducing Sep 2009
A5			Sustainable Schools. Looking at saving energy, more efficient use of energy and recycling. Links with local and national companies.	AMA			Students develop a small business for recycling. Business to introduce energy saving and purchase of solar panels and wind turbine.
A6			Introduce allotment for growing own vegetables. Farmers market	DL AMA	£1500		Produce used by catering students in restaurant. Group sell produce at local farmers market. Evaluate for possible introduction of suitable level 2 course.
A7			Healthy lifestyles. Catering students lead on developing information and how to impact on students.	CHA, ABR	£100	Sep 08 – Jul 09	
A8			Introduce DofE with an enterprise and work related focus.	AMA	£500	Dec 08	Group of colleagues organised. Links to allotment and sustaining schools project. 10 students complete Bronze Award in first year.

A9			Develop mini in-school businesses. Stage 1 year 9 minimum 2 businesses to include aspects of trading and banking.	IL, DL HoSP	£500	Oct 08 - ongoing	Student council approved scheme and promoted in Jan 09. Process established for approving and monitoring businesses.
A10			BSC Safety Qualification for all y10 students	DL, HoSP	£200	Apr 09	Y10 students follow safety course and achieve award. 70% of cohort.

3.2 Reflective Learning

	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Up date information on WRL and Enterprise education across the curriculum. Develop existing tracking system	IL	Nil	Nov 08	Existing information from 2006 to be updated and mapped. Existing student tracking system to be reviewed. Mapping completed Dec 08 and tracking up dated mar 09. Ongoing maintainance.
A2			Evaluate students, staffs understanding of enterprise education.	IL	£200	Nov08 Jun09	Baseline survey Oct 08. Progress survey Jul 09
A3			Produce a standard evaluation tool to assess impact of enterprise activity	IL	Nil	Nov 08	Introduce a standard evaluation format for students, staff and presenters to provide feedback on the performance and progress made through B&E activity.
A4			Ensure students have opportunity to prepare and reflect on enterprise activities.	IL, DL	Nil	Nov 08 ongoing	Establish an introductory and review programme for all enterprise activities to help students prepare for learning and reinforce learning points and to reflect on the impact on them.

4 Partnership and collaboration

4.1 Partner Primaries							
	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Continue to develop partnerships with feeder primary schools Shirestone, Ridpool and Oval through Enterprise activity and links with NEC 2 x 2hr sessions and 4hr exhibition visit and centre visit	DL LPA	£3000 Cover	Sep 08 – Jan 09	Production of a exhibition in a main circulation area at the NEC. Year 9, 11, 5 and 6 students. Working in teams, working to deadlines also developing awareness of business and the work of the exhibition centre.
A2			Continue to work with Alston Primary School refining and improving our Enterprise Project for Year 5 developing problem solving, teamwork, analysing problem and developing solutions. 3x 2hr sessions	DL LW	£1500 Cover	Jan 09 Jun 09	Course evaluation from staff and students. Assessment of understanding of enterprise.
A3			Establish primary partners requirements and to offer numeracy support through enterprise focusing on manipulation of numbers and use of fractions, decimals and %s 2x 2hr sessions	DL IL KDA	£3000 Cover	Sep 08 – Jun 09	Establish most pressing need as per school results and to support the development of maths in primary feeder schools alternatively an enterprise project to develop skills. All activities evaluated for impact.
A4			Introduction of Primary Enterprise Award piloted with Gossey Lane school. To establish a model of good practice. 6 x 1hr sessions + 2hr presentation	IL	£2000 Cover	Nov 08	Introduce Young Enterprise into primary schools. Project evaluated and model established Jun 09. Y2 4 schools offered opportunity and support. Min 2 groups and achieve award May 09.

4.2 Partner Secondary							
	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Develop our partnership with Cockershutt Hill, Sheldon Heath and Park View secondary schools to improve the vocational courses they presently use and to assist where they are considering the introduction of their own.	DL	£2000	Sep 08 ongoing	Continue to recruit students from secondary partners to our vocational skills courses. DI working with Cockshutt Hill to advise on introduction of skills course on their site.
A2			Work with Fairfax and Park View schools to offer enterprise support to other schools. Leading on enterprise in humanities and particularly history.	DL PM	£500	Feb08 ongoing	Partnered other secondary schools to promote work done in humanities to incorporate enterprise in history. Work commissioned to make available to a wider audience.
A3			Working with Boardsley Green Girls School introducing and running on-site industry approved Hygiene and Safety Award.	DL CHA	£1000	Feb 09 – Apr09	20 / 30 Year 11 students achieve award
A4			Joint publication illustrating enterprise activities.	DL IL	£500	Mar 08	Publication circulated to all local secondary schools.

4.2 Wider Community ALCOA							
	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Develop our Microsoft Academy by offering training to partner businesses.	DL GG	£1000	Nov 08 May 09	Work with ALCOA to identify 5 employees who need software training. All student gain accreditation. Evaluate training and results with view offering opportunity to partner businesses.
A2			Sep 2009 Increase offer to FHM, Kingfishers, Nursery, NEC, Airport .	DL GG	£2000	Sep 09 ongoing	Sep 09 group of min 10 students from local companies. Students achieve accreditation.

4.3 Wider Community Senior Citizens and Others							
	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Build on the present Community IT courses to offer to wider range of groups	DL	£500	Sep 08 ongoing	Existing group of 10 Senior citizens following a basic introduction to IT course. Student progress access to internet, e-mailing and creating website by end of year 1.
A2			Develop the offer of basic IT to residents at Village Court	DL MAH	£500	Jan 09	Create further group of 10 senior citizens following basic IT course.
A3			Build on Parent Partnership to offer parents a voice and to provide courses and facilities for out of hours learning. Introduce a range of courses for parents such as languages, Digital Lit, literacy and numeracy to equip them to support their children.	DL MGA	£300	Jan09	Establish contact and training needs with interested parents . Set up and resources courses as determined.

4.4 Governors							
	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Annual report and presentation to Governors.	DL IL	Nil	May 09	Ensure Governors are up to date on our specialism and the activities we are undertaking and planning.
A2			Enlist support of governors to develop links with industry and business.	IL	Nil	Nov 08	Regular contact with governors to offer opportunities for their contacts to support our students and for them to feedback on our service.

4.5 Business and Companies

	SEF Ref	LA Action Plan Ref	Actions	Who?	Resources	Time Period	Impact and Evaluation
A1			Develop links with Birmingham Chamber of Commerce	DL	£400		Article for Bham Cham Magazine. Attendance at members' events. Increase company partnerships
A2			International Fund through enterprise activities. Sponsorship material	DL	£200	Nov 08 ongoing	Establish a range of mini businesses 4 in first year to raise money for International links. Produce sponsorship promotional pack for prospective companies. £40,000 money and resources by Jan 2010
A3			Web site	AW	£1500	Nov 08 ongoing	Populate new site with enterprise resources and news. Section for new companies. Parent and student information and feedback opps
A4			Bus and Ent Newsletter	DL	£1000	Dec 08	Production of newsletter and circulated to all stakeholders and copies made available in community through shops, library etc.
A5			Developing partnerships with City College and Solihull College to offer joint courses.	DL CBA	Nil	Sep08	Develop partnership with local colleges to establish and promote mutually supportive courses and events.
A6			BSF lobby LA and others to ensure Business and Enterprise is a factor in the redesign of the school.	CBA DL	Nil	Ongoing	Ensure the architects and LA fully appreciate the importance of our Business and Enterprise Specialism to the life chances of our students and that the design of the new building reflects the ethos and has the facilities to ensure future development .
A7			Build on existing curriculum links with Kingfisher and Family Support Services on-site nursery	IL, GG	Cover £2000	Jun 08 ongoing	Students in Business produce marketing reports and organise an Open Day in June. Success monitored by attendance and new business.
A8			Work with FHM Construction company to gain access to outward bound opportunities for year 11 students	DL, JS	£2000	May 08 Nov 08	Get students on to Outwards Bound course and where possible achieve at least one offer of an apprenticeship.

A9			Seek involvement of FHM in construction course to help ensure its relevance to the industry. Provide access to specialists to inform on careers and to provide access to construction sites etc.	DL PMN	£2000 Cover	Jan 08 ongoing	Calendar of career information talks and site visits. Annual meeting with FHM training officer to review construction courses.
A10			Develop curriculum links with Accountancy Firm K-Plan to provide guidance and support with proposed introduction of Accountancy Course	DL	£500	Nov 08	Develop links already established and to identify individual in practice.
A11			Work with Birmingham Airport to produce an enterprise project.	IL	Cover	Nov 08 ongoing	Project for year 10 based around airport activities and responsibilities. Investigation links with geography and maths.
A12			Continue to refine our work experience process and the matching of students to suitable work placements.	DL, PPO	Travel Costs	Sep 08 ongoing	Develop and refine our business and companies register to make new links with companies to support our students.
A13			Work with HSBC Bank to introduce a school bank and to develop opportunities for our students in the curriculum and else	DL KDA	£500 Cover	Sep 08	Establish working bank for Y7 and 8 by Jan 09. Operating from social space.