

TARGET SETTING POLICY

AIM/PURPOSE

The aim of the policy is to focus attention on the core business of the school: to raise and maintain high standards. Appropriate targets consist of evidence based judgements about expected attainment, and progress. At all levels, targets should be challenging yet realistic.

GENERAL PRINCIPLES

This policy should be read in conjunction with policies on assessment, curriculum, performance management, pupil discipline, equality and the home-school agreement. These policies outline how target setting at Trinity is personalised for students and staff, and how departments and subject leaders are involved in the process. In order to avoid repetition, this policy refers to 'whole school' statutory target setting.

TARGET SETTING AT TRINITY CHURCH OF ENGLAND HIGH SCHOOL

Following the publication and confirmation of external examination results and figures for attendance, a detailed report is presented to the Full Governing Body at their September meeting. Key members of staff, especially the Head and colleagues on the Leadership Team, are accountable for the school's performance in meeting its targets.

As RAISE on-line and other relevant data becomes available in school, whole school targets for the coming year are discussed at Leadership Team level, agreed and presented to governors for approval.

Whole school targets will have a direct effect on the following:

- ◆ Leadership Team targets
- ◆ Subject Leader targets
- ◆ Subject teacher targets
- ◆ Attendance target for the whole school

During the course of the year, progress towards the targets is monitored through the work of governors' committees and the school's six monthly performance management review cycle of meetings.

It is also necessary for the school to develop the knowledge and skills of the Governing Body so that they are able to analyse and interpret data, and to monitor and evaluate progress.

MONITORING AND EVALUATION

The policy will be discussed by the Curriculum Committee in liaison with members of the Leadership Team and any changes ratified by the Full Governing Body.