

Appendix: Key dates

GOAL 1: Performance Management and System Governance

2023-2025					
DEVELOPING AND IMPLEMENTING					
Autumn 2023	Spring 2024	Summer 2024	Autumn 2024	Spring 2025	Summer 2025
Raise aspirations and raise standards to ensure successful futures for all					
Develop further Governor approaches to democratic accountability in line with the school improvement guidance through the self evaluation toolkit and new training and learning model					
Develop Governor Marketing and Communications plan					
	Use BETP to identify to seek volunteers as Governors.				
Agree with Strategic HT Group Key Areas of Work and Approach		Develop approaches to evaluate impact of governor activities.			
	Improve the availability of data through Capita 1 and develop accompanying training programme				
Develop CSCRARS plan based on SDP's and Self evaluation					
	Develop and pilot approaches to sustainable school improvement models				
	Continue to roll out LA Supportive Review Process				
Roll out and Review Scrutiny Task and Finish Group Approaches			Roll out sustainable school improvement models		

GOAL 1: Performance Management and System Governance

2025-2026		
REALISING AND EMBEDDING		
Autumn 2025	Spring 2026	Summer 2026
Raise aspirations and raise standards to ensure successful futures for all		

GOAL 2: DEVELOPING THE EDUCATION WORKFORCE

2023-2025					
DEVELOPING AND IMPLEMENTING					
Autumn 2023	Spring 2024	Summer 2024	Autumn 2024	Spring 2025	Summer 2025
Discuss leadership development needs with HT's and CSC					
	Review Schools as a Learning Organisation approaches in schools				
	Develop and pilot leadership network and opportunities; develop local and cluster networks; peer learning team				
			Implement peer learning teams and cross cluster networks		
		Work with schools to implement the National Professional Learning Entitlement -develop career pathways models for Merthyr Tydfil; Welsh Language network and workforce development opportunities			
Work with Learn Welsh Morgannwg to develop a programme of support for school staff					
	Use SWAC/staffing data to identify workforce development recruitment and retention issues				
		Develop Welsh language skills models to develop the workforce- use of sabbatical teachers; use strengths within the authority; partners approach			
		Develop PL programme using Welsh digital APP to develop Welsh and digital skills			
			Roll out PL programme to support Welsh and Digital Skills		
		Work with Schools and HR to develop a recruitment campaign to attract teachers to Merthyr Tydfil			
Implement new training and learning approach for Governors.					
	Re-establish Secondary Governor Improvement Group				
			Develop Merthyr Tydfil Governor Mentor Network and Borough Governor Leads approach		
Roll out agreed Education Workplace Wellbeing Charter and resources.					

GOAL 3: SUPPORTING LEARNERS HEALTH AND WELLBEING

2023-2025					
DEVELOPING AND IMPLEMENTING					
Autumn 2023	Spring 2024	Summer 2024	Autumn 2024	Spring 2025	Summer 2025
Collate Whole School Approach Partnership information -review professional learning opportunities available -support PL opportunities through WSA intervention funding			Implement i-ACT PL programme for Wellbeing Leads		
	Publish roadmap of emotional and wellbeing support available for families, children and young people				
		Implement Forest School Training Programme			
		Roll Out MeLSA programme and set up supervision			
		Carry out Action Research with schools and EPS			
Develop whole school approaches to trauma information schools with 4 pilot schools					

GOAL 4: IMPROVING ACHIEVEMENT AND PROGRESSION

2023-2025					
DEVELOPING AND IMPLEMENTING					
Autumn 2023	Spring 2024	Summer 2024	Autumn 2024	Spring 2025	Summer 2025
PL opportunity to support development of independent learning and realising potential					
	Collaboration between secondary schools pilot on pedagogy		Extend pilot following evaluation of pedagogy peer learning walks		
		Curriculum and Pedagogy Sharing session		Pedagogy Network Development to support Curriculum	
Cluster Collaborative development opportunities offered to schools by CSC to support progression and assessment					
		Sharing of practice opportunity linked to progression and assessment		Develop MTCBC cross cluster understanding of progression and assessment to support curriculum	
Develop new LRB's and outreach models					
	Develop vocational approaches to support alternative pathways including EOTAS		Implement alternative learning pathways and minority subject collaboration		
Review impact of Voice 21, vocabulary work and comparative judgement in schools	Identify next steps from Literacy report				
		Roll out Hwb First/Cloud First			
Roll out Digital Learning and Development Model linked to digital strategy					Review digital schools strategy

Appendix 5

Pilot Early Intervention Class Pilot					
Continued implementation of ALNET					
Develop Core Subject Approaches to share practice and support developments particularly linked to Science and Maths					
Further develop Welsh Network and EPI approaches for oracy development					
	Develop Year 11 Transition approaches from GCSE to AS level Welsh				
	Develop planning models to move schools along the Welsh continuum		Implement approaches for identified transitional schools		
Develop digital app with pupils for pupil and staff use to learn Welsh phrases and vocabulary associated with developing the curriculum			Pilot and roll out cluster approaches to PL for App use.		
Complete SEAL website for BETP	Formally Launch BETP to support schools	BETP Cluster events			
		BETP Directory for Schools utilised to support CWRE, alternative pathways and curriculum development			
		SEREN DYFODOL ENGAGEMENT FOR ALL CLA			

GOAL 5: DEVELOPING THE LEARNING ENVIRONMENT

2023-2025

DEVELOPING AND IMPLEMENTING

Autumn 2023	Spring 2024	Summer 2024	Autumn 2024	Spring 2025	Summer 2025	
Schools Digital Strategy: roll out, review and develop sustainable approaches						
Establish CFS teams across Central and Southern Clusters	Develop agreed CFS policy across 3 clusters	Roll out CFS Cluster approaches including Heart of the Awards across all clusts				
		Agree MOU to support CFS	Tranche 2 Capital Projects for CFS			
Support training of schools staff for Forest Schools						
Develop a 9-year Sustainable Communities for Learning (SCfL) rolling programme		Update Learning Asset Management Plan		Capital works for additional capacity at Rhyd y Grug		
Complete feasibility site for WM primary seedling school	Planning of School places (POSP) plan Conditions and suitability survey programme	Capital works Greenfields complete.	Agree draft 5-year maintenance programme for schools with Property Services		Refurb at Afon Taf	

GOAL 5: DEVELOPING THE LEARNING ENVIRONMENT

2025-2026		
REALISING AND EMBEDDING		
Autumn 2025	Spring 2026	Summer 2026
Review catchment areas for schools; carry out evaluation of existing stock; property services able to deliver maintenance programme		
Capital works for additional capacity at Rhyd y Grug		
Complete Phase 1 of the SCfL programme by Sep 26		

