

Phase support from Education Directors in relation to Academy Designation

PHASE 4 (Stabilise)	PHASE 3 (Repair)	PHASE 2 (Improve)	PHASE 1 (Sustain)
<ul style="list-style-type: none"> • Full accountability • Intensive support • Immersion in school • Tactically collegiate • Directing • Reduce and mitigate risk • Pace setting for improvement • Hands on • Frequent contact • Setting up systems and processes • Writing strategic plans/SEFs • Alignment of SLT responsibilities • Strategic control; reduction of external influences 	<ul style="list-style-type: none"> • High accountability • Partial immersion • Regular contact • QA of strategic processes • Chasing up operational implementation • Modelling to leaders, some direction, 'try this' 	<ul style="list-style-type: none"> • Moderate accountability • Managed risks enabled • QA of standards and SI strategy • Questioning and fine-tuning • Challenge 	<ul style="list-style-type: none"> • Standard accountability • Light touch • QA termly • KPI checks regularly • School supporting others in the Trust – or externally • Principals implement phased improvement approach across different aspects of the school