



The Romero Catholic Academy
Nurturing the Talent of Tomorrow

Welcome

Brendan Fawcett
Helen Quinn

Chair
Catholic Senior Executive Leader





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Announcements

- Fire alarm
- Toilets
- Photographs / #RomeroExcels
- Lunch – dietary requirements
 - Name identified on specific table
- Wifi code: SSTPHN-UYCGB
- All slides on website www.romeromac.com
- Feedback (general forms available today)
- Survey monkey evaluation

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Date: Friday the 2nd of November 2018 **Venue:** Welcome Centre 47 Parkside Coventry. CV1 2HG **Times:** Arrival 8.30am for a 9.00am start. Refreshments on arrival. **Travel:** Minibuses will be available to transport 16 employees from each school. **Carparking:** 35 car parking spaces are available in the IBIS car park beside the Welcome Centre. Alternative car parks are available in the City Centre.

Time	Agenda	Speaker
0900	Welcome and Gathering Liturgy	Helen Quinn, Catholic Senior Executive Leader
0910	Romero Vision	Brendan Fawcett Chair, Board of Directors Helen Quinn, Catholic Senior Executive Leader
0930	Education Across The City	Kirston Nelson Director of Education Coventry City Council
0945	Shaping Our Future	Patrick Taggart Academy Business Director
1015	Coffee Break	
1045	The Art of Being Brilliant	Darrell Woodman Director of Art of Brilliance Ltd
1215	Lunch	
1330	Bringing Liturgy to Life	Jo Boyce Director of CJM Music Andrew Moss Consultant CJM Music
1430	Coffee Break	
1500	Bringing Liturgy To Life	Jo Boyce Director of CJM Music Andrew Moss Consultant CJM Music
1600	Close	

Thank you to our sponsors for making today possible. For more information on their services please help yourself to their business details on the sponsors table in the reception.





The Romero Catholic Academy
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Romero Vision

Brendan Fawcett
Helen Quinn

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The Romero Catholic Academy
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Our Vision

Our vision is to create
"A Beacon of Excellence for
Catholic Education"

Our Mission

"We are a **Christ-centred Community** dedicated to faith **formation, academic excellence** and **individual growth** for all of our young people, all rooted in the **Gospel message of Jesus Christ.**"



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Our Values:

These are fundamental to our long-term success and represent the set of standards under which all of us in Romero MAC will work, and against which performance will be assessed and rewarded.

Respect

We respect and value those we work with and the contribution that they make.

Integrity

We act fairly, ethically and openly in all we do.

Service

We put our children at the centre of all that we do

Excellence

We use our energy, skills and resources to deliver the best, sustainable results.

Our Aims:

As Catholic Schools in the Romero MAC we are committed to:

- **Spiritual Growth**
- An ethos in which the Gospel message is proclaimed, community in Christ experienced, service to each other and the wider world community is recognised, and thanksgiving and worship of our God is cultivated.
- **Formation of the Whole Person**
- Providing well rounded high quality education that empowers and enables pupils to recognise their full potential and respond to what God calls them to be.
- **Academic Excellence**
- Building on the collaborative success of the Romero Partnership our schools will be inspirational, academically rigorous and innovative, achieving standards of excellence in all settings, supported by exceptionally caring staff who reflect the light of Christ.
- **Family Partnership**
- Partnering with, upholding and supporting parents and guardians in their role as primary educators of their children.
- **Vibrant Communities**
- Ensure diverse, dynamic, welcoming, compassionate communities available to all.
- **Becoming Global citizens**
- Nurture the personal integrity and faith development of pupils that also challenges them to know and understand communities around the world.
- **Stewardship**
- Ensuring a vibrant sustainable future for our schools through unified support and prudent management of resources.



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Phase 1 2015 - 2018

- Conversion in August 2015
- Shared understanding of Vision, Mission, Values and Aims
- Collaboration and engagement across all eight schools
- School to school sharing and innovation
- External evaluation by Ofsted(March 2018)
- Emergence of a Shared Services Team now based at Cardinal Wiseman



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Three years of operation 2015 - 2018

- **Outcomes**

- **Combined for Reading Writing and Maths Y6**
- **Progress 8 – GCSE**

		2016	2017 actual	2018 Unvalidated
All Primary schools	Reading writing maths combined	40%	55%	71.3%
	Below national 53%	Below national 53%	Below national (61%)	Above national (64%)
Secondary	Progress 8	-0.24	-0.42	-0.15
		Below national	Below national	In line with national



- Securing leadership and governance in all our schools
- Relentless focus that **all** schools will be good and increasing elements are Outstanding
- Outcomes in a three year trend are at least in line but increasingly above national averages
- In Section 48 (Diocesan Catholic inspection) all schools are at least good/ increasingly moving towards
- Financially viable and efficient
- Work force – high quality professional development available to all
- **Most importantly** the Romero experience for every child, is a rich, well planned and purposeful curriculum, regardless of school, to enable them to take up their place in the world



In **three** years

- A well planned, innovative, progressive curriculum of rich pathways through subjects and personal development alongside journey of faith that deepens for each individual
- A world class curriculum thstg enriches children to achieve outcomes at least **in line with national with increasing number above**;
- **Leadership** structure is strategic, organic and creative across schools
- **Highly skilled** work force with the ability at all levels to be resilient to vacancies and established pipeline in leadership posts
- Embedded model of accountability
- All schools at **least good** and increasing number of features as **outstanding**
(or equivalent as framework due to change 2019)
- All schools under Section 48 **good** with increasing number with **outstanding**
- **Financially** – strong reserves at **12%** and income streams generate **2%**
- Overall evaluation of the MAC is increasingly at **Leading**



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Further details.....

Version May 2018



Strategic Plan 2018 - 2021



"It helps, now and then, to step back and take a long view.
The kingdom is not only beyond our efforts, it is even beyond our vision.
We accomplish in our lifetime only a tiny fraction of the magnificent enterprise that is God's work.
Nothing we do is complete, which is a way of saying that the Kingdom always lies beyond us....."

Saint Oscar Romero

Version May 2018



Operational Plan 2018 - 2019



"This is what we are about. We plant the seeds that one day will grow.
We water seeds already planted, knowing that they hold future promise.
We lay foundations that will need further development.
We provide yeast that produces far beyond our capabilities....
It may be incomplete, but it is a beginning, a step along the way,
An opportunity for the Lord's grace to enter and do the rest....
We are prophets of a future not our own."

Saint Oscar Romero

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We are prophets of a
future not of our own.....



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***This is what we do:
We plant the seeds that one day will grow.
We water seeds already planted,
knowing that they hold future promise.
We lay foundations
that will need further development.
We provide yeast that produces
far beyond our capabilities."***

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A Beacon of Excellence for Catholic Education



"We water seeds already planted, knowing that they hold future promise"



"Aspire not to have more but to be more"



The R





The Romero Catholic Academy
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Kirston Nelson

Director of Education and Skills People Directorate Coventry City Council





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Shaping Our Future

Brendan Fawcett **Chair**
Patrick Taggart **Academy Business Director**





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The Micawber Principle

Annual income £20 0S 0d

Annual expenditure £19 19S 6d

Result happiness

Annual income £20 0S 0d

Annual expenditure £20 0S 6d

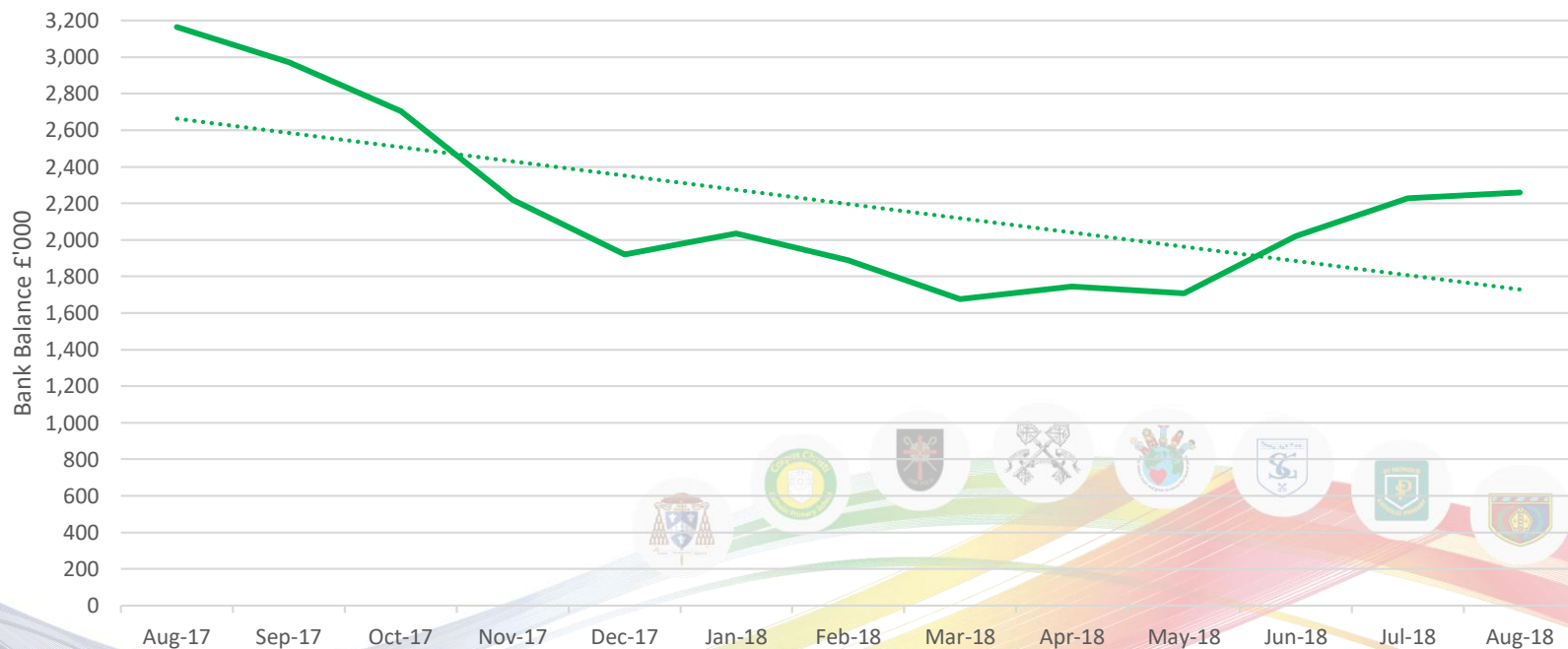
Result misery

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**Most good relationships are
built on mutual trust and
respect.**

Mona Sutphen

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Integrity is doing the right thing,
even when no one is watching.

C.S. Lewis

 quote fancy


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The best way to find yourself
is to lose yourself in the
SERVICE OF OTHERS.

Mahatma Gandhi

A photograph of a cluttered room, likely a child's playroom or a storage area. The floor is covered with various items, including toys, papers, and other miscellaneous objects. In the background, there are bookshelves filled with books. The overall scene suggests a lack of organization and a high level of clutter.

The standards you walk past
are the standards you accept



If you are going to achieve excellence
in big things, you develop the habit in
little matters. Excellence is not an
exception, it is a prevailing attitude.

Colin Powell

quote fancy

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Staff Survey results

Increases in all 9 areas

- Strategy
- Management
- Staff pay and benefits
- Team work
- My job
- Change
- Decision making
- Culture
- Values



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I understand the strategic aims of the MAC	<ul style="list-style-type: none">• Termly newsletter and Board summaries - plus 12%
I am satisfied with my benefits	<ul style="list-style-type: none">• BHSF - plus 19%
I have opportunities to progress within the Academy	<ul style="list-style-type: none">• FM, PE, Fund Raiser, KS1 and KS2 leads, ICT lead – plus 9%
Communication is effective and open	<ul style="list-style-type: none">• Board and Core committee updates, Staff conferences – plus 10%
I would recommend this as a good place to work	<ul style="list-style-type: none">• Leadership development, SCA investment, Romero Thank you, Rounders - plus 11%



Improvements in all nine categories

Category	2016	2018
	% agree or strongly agree	% agree or strongly agree
Strategy	63%	73%
Management	80%	82%
Pay and benefits	39%	49%
Team work	84%	86%
My job	75%	78%
Change	47%	54%
Decision making	76%	76%
Culture	64%	69%
Values	74%	79%



Top five and lowest five scores

Top five	%	Lowest five	%
I am proud to be a member of my team	93%	I am satisfied with the pay I receive	46%
I am clear about my role and responsibilities	89%	Change is quickly and clearly communicated to me	53%
I have the skills to meet my targets	93%	I feel that my contributions about change are considered	52%
I do not experience unfair discrimination	89%	I am given help and training to cope with the effects of change	52%
I believe the academy embeds Catholic values	91%	I have a good work life balance	46%



Next steps

- HR will produce a school by school summary
- HR will work with each Principal and school staff to review the results and develop an improvement action plan
- HR will circulate a work life balance questionnaire to all staff and look for areas of consensus to focus on
- The action plans and ideas to tackle work life balance will be presented to the Board in the Spring 2019

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Break
Return 10:45



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The Art of Being Brilliant

Darrell Woodman
Director of Art Of Brilliance Ltd





Lunch break
Return 13:30

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Jo Boyce

Director of CJM Music

Andrew Moss

Consultant CJM Music





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Break
Return 15:00



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Feedback

- **Feedback forms for general comments**
- **Survey monkey will be sent via email for feedback relating to #RomeroExcels**



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**Thank
You**



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“The standards you walk past are the standards you accept”

- Ethos – values, virtues, reflecting mission and vision
- Environment
- Behaviour
- Standards
- Expectations from ourselves and our pupils

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