



# CASTLE MANOR ACADEMY TARGET SETTING POLICY 2021-22



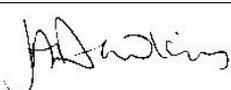
We work hard



We are kind



We are PROUD

Date Approved	December 2021
Signed	 (Chair of Local Governing Body)
Name	Justine Dawkins
Minuted	December 2021
Date of Next Review	December 2022

## Target Setting Principles:

We will

- Set teacher targets for students in Year 10 and 11 and each subject based on prior attainment.
  - Share teacher targets with students in Year 10 and 11
  - Use teacher targets to measure and track progress
  - Use the teacher targets set for individual students to inform team, school and teacher performance targets.
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## Target Setting

Castle Manor Academy utilises Fischer Family Trust (FFT) benchmarks for target setting. FFT calculates estimates of what a student should achieve at the end of Key Stage 4 from the value added scores of students from the previous year's national dataset. As FFT takes into account similar characteristics (including prior attainment, gender and month of birth) the benchmarks provide a realistic indication of what each student can achieve. The benchmarks it provides are based on how similar students nationally performed in the subject.

There are three options for these benchmarks, which can be altered to reflect the ambition of the school. The first benchmark is FFT50 - this shows the grade similar students achieved in this subject in schools that made average progress (the 50<sup>th</sup> percentile progress); the second benchmark is FFT20 - this shows the grade similar students achieved in the subject in schools that made greater than average progress (20<sup>th</sup> percentile progress); the third benchmark is FFT5 - this shows the grade similar students achieved in this subject in schools that made much greater than average progress (5<sup>th</sup> percentile progress).

At Castle Manor Academy, teachers will set a minimum of FFT20 as the teacher target. Teachers select the grade that they believe is both aspirational, yet achievable, depending on their professional judgement. In some cases, for example some EAL students, teachers may wish to set a teacher target beyond FFT20. This would need to be discussed and agreed with the Team Leader before input. Teachers cannot set a target lower than the FFT20 benchmark, unless in very rare, exceptional circumstances. This would need to be agreed by the Deputy Headteacher responsible for data and assessment.

Some students arrive at Castle Manor Academy without any KS2 data. However, all students complete a standardised baseline assessment (using GL assessments). From these, a comparable FFT20 target will be input by the Data Manager using the FFT targets from students with KS2 data who achieved similarly in the baseline assessment.

At Key Stage 4, the FFT benchmarks are bespoke to the courses that the children are studying. The exception to this is some technical qualifications where national benchmarks are not available and in these circumstances, the benchmarks have been taken from the most comparable course.