



Target Setting and Tracking Principles & Procedures 2025-26

The purpose of a Target Grade

Target grades **need to be aspirational but realistic** in the context of each pupil as an individual within a **growth mindset**. Setting aspirational targets provides students with a clear achievement goal that can be worked towards throughout the period of study involved and used as source of motivation and challenge to achieve the best possible outcome for that pupil. The aspirational target should be based on:

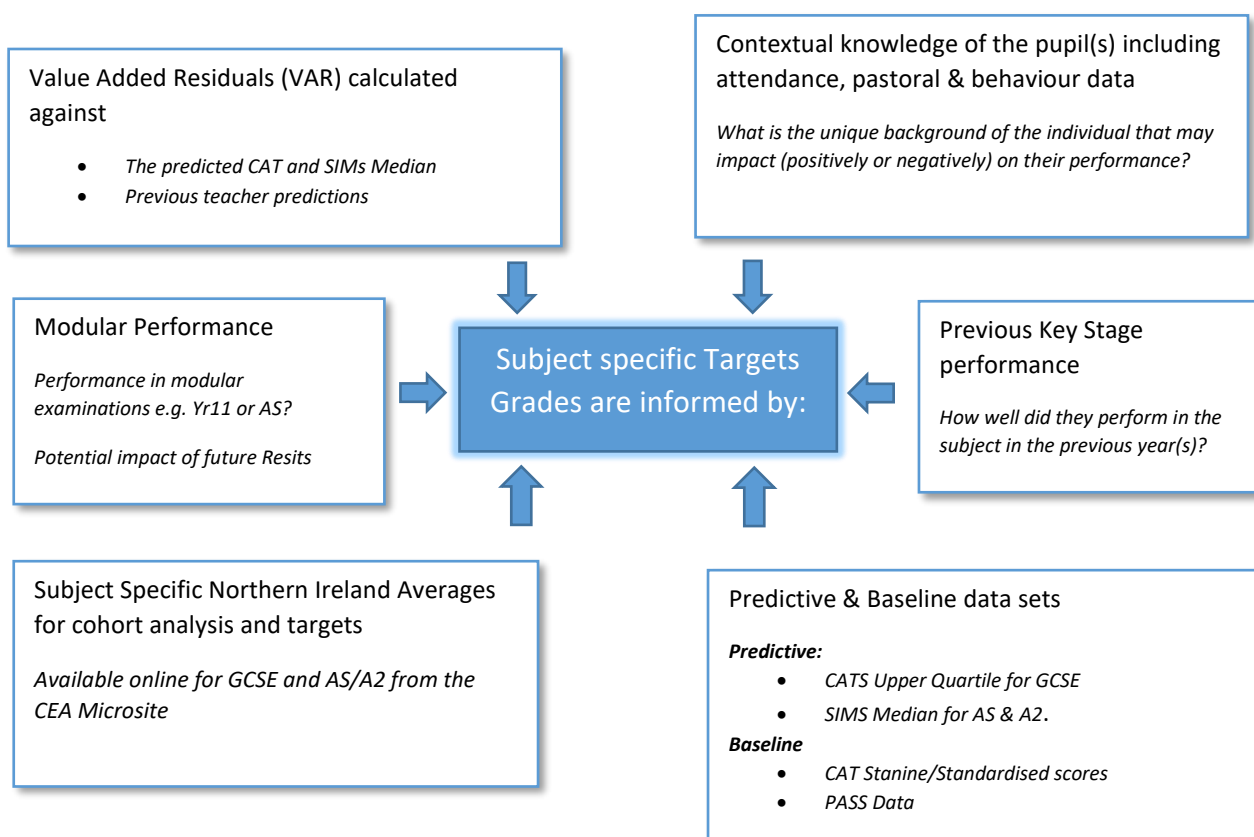
- High quality teaching and learning
- Engaged learners.
- Outcomes on their best day.

On a whole school level, target grades also allow the analysis and review of performance at all levels from the individual pupil through to groups, departmental and whole school set against agreed benchmark data. SIMS Median and CAT is one source of this data.

There are **five** sets of Target Grades to consider: Yr10, Yr11, Yr12, Yr13 and Yr14.

What information is used to set an appropriate Target Grade?

There are several sources of information that can and should be used to identify and set an appropriate target for pupils and groups.



What is an aspirational but realistic target?

In simple terms, the CAT Upper Quartile (GCSE) or SIMS Median (AS/A2) represent the average performance of similar young people across the UK in that subject, thus if pupils aim for a grade lower than this they are effectively aspiring to underachieve (an outcome of less than average). However, at the same time, 'contextual value added' refers that the fact that each pupil is an individual with a unique set of circumstances and abilities, therefore predictive data can be flawed. As a basic rule of thumb, the CAT Upper Quartile and or SIMS Median predictive grade should be seen as a minimum target, unless individual circumstance can be clearly identified as why this is not appropriate. As a grammar school we should be aspiring for the upper quartile (top 25%) therefore all target grades set between teachers and pupil should be a C grade or higher.

CAT & SIMS generated targets

As in previous years, your KS4 and 5 marksheets will already display some targets in the initial columns. These are computer-based predictors.

For Year **13 & 14 these are SIMS Median Predictions**. A SIMS median is calculated by looking at the individual pupil's GCSE profile and equivalent grade scores. It then determines a subject specific predictive AS grade based on the pupil's profile in comparison to similar profiles and their post-16 outcomes. It should be treated as a 'target minimum' guide when setting and agreeing targets with pupils in the coming weeks.

For Year **11 & 12 these are CAT targets** representing the potential performance of the pupil if they achieve in the upper quartile (top 25%) of similar candidates nationally.

For Year **10 targets** - there are two key sources of information to use:

- CAT Stanine for Verbal, Non-Verbal, Spatial and Quantitative
- Performance in Year 8 and 9 Assessments

Teacher-Pupil Agreed Targets

Based on the above, we would ask that you discuss and agree with each pupil an aspirational attainment target for the year ahead. It is important that pupils can articulate the rationale for their target grade (SDP Growth Mindset). Once agreed the target needs to be recorded:

- a) In the Pupil Planner
(Pages 21 - 23)
- b) Within the appropriate class
Marksheets entered into
column

TrG Subject Target Grade
Tracking Year X

The image shows two sample tracking cycle forms. The left form is titled 'KS3/4 Target Grades and Tracking Cycle' and the right form is titled 'Post 16 Target Grades and Tracking Cycle'. Both forms have a table structure with columns for Subject, Target Grade, Teacher Signature, and three Tracking Cycle columns (1, 2, 3). Each cycle column contains a grid for Date and Grade.

Once Target Grades have been entered, please make sure you **Save** the marksheet.

Tracking against Target Grades

At three points in each academic year teachers will be asked to report a current grade for each pupil.

1. A Term 1 tracking grade
2. A Parent Teacher meeting grade
3. A Full Report grade.

Teachers should record these grades in SIMS Marksheets, but it is also essential that class teachers make sure their pupils have recorded these grades into their planners under the appropriate Tracking Cycle columns (see above Graphic).

At any stage in the academic year a pupil should be able to refer to these pages and report their most recent Tracking Grade, discuss how this compares to their Target Grade and what the appropriate course of action is to maintain or improve.

Teacher-Pupil Agreed Target Grades should be regarded as 'live data'. Subject to each tracking cycle and changing context for each individual pupil, it may be appropriate to refine agreed Teacher-Pupil Agreed Targets. These changes should therefore be recorded in SIMS Marksheets AND Pupils Planners as necessary.

Target Setting Weeks 2025-2026:

- Yr12 – 14 Week beginning 6th October 2025
- Y10 – 11 Week beginning 17th November 2025