

# Oak National Academy

Annual business plan 2024-2025

# Our purpose

To improve pupil outcomes and close the disadvantage gap by supporting teachers to teach, and pupils to access, a high-quality curriculum.

# Our strategy

You can [read our strategy in full on our website](#).

In the period September 2022–April 2025, Oak has three strategic goals:

- 1** Contribute to improvements in the curriculum in schools
- 2** More teachers and pupils choose to use our products, more often, helping to make a significant reduction in the teachers' workload
- 3** Become a high-performing, well-respected part of the sector

These goals align with the strategic aims set out in the [Framework Agreement](#).

This annual plan details Oak's main priorities over the 2024-2025 financial year to deliver against these aims.

In 2024-2025 we will receive funding of £22.4m to deliver against this annual plan.

# Our priorities for 2024-2025

## 1 Contribute to improvements in the curriculum in schools

Oak is developing openly licensed, high-quality, broad curricula across key stages 1-4 by bringing together expertise from teachers, schools, publishers, subject associations and other education organisations. In 2023-24 we successfully rolled out 51% of Cycle 1 content, covering units in English, Maths, Science, History, Music and Geography. We also completed the procurement process for Cycle 2 subjects, contracting with partners to produce resources in Primary and Secondary Art & Design, Citizenship, Computing, Design and Technology, Modern Foreign Languages and RSHE, Secondary Geography and Primary Music. In the 2024-2025 year we will continue to roll out Cycle 1 content and begin the release of curricula and first units for Cycle 2.

### We will:

#### Deliver high-quality full curriculum packages

- Complete the rollout of Cycle 1 curriculum packages, providing full access to new materials for teachers and pupils
- Continuously improve resources released in Cycle 1 delivery, responding to user and sector feedback and increasing optionality
- Establish Cycle 2 subject expert groups and expert input, using these effectively to inform decisions on Cycle 2 curricula
- Begin to release curricula and resources, on a rolling basis, for Cycle 2 subjects
- Support the development of Cycle 2 partner curriculum leads, teachers and reviewers who take part in our processes, building on the lessons learnt from Cycle 1 production
- Use AI to support quality and efficiency in the production process
- Collect and implement feedback from a wide range of sources to improve quality, including our subject expert groups and the wider subject communities
- Begin the scoping process to provide content that provides pupils across the UK with the opportunity for learning above and beyond their school's curriculum, and content that supports pupils with SEND
- Consult with the sector to develop and launch a signposting offer for alternative suppliers with high-quality curricula

#### Key performance indicators

- Launch 100% of Cycle 1 full curriculum packages for English, maths, science, primary Geography and History by Autumn 2024
- 30% of Cycle 2 full curriculum packages launched by March 31<sup>st</sup> 2025
- Alternative curricula in at least one subject signposted on the Oak website by early 2025

## **2 More teachers and pupils choose to use our products, more often, helping to make a significant reduction in the teachers' workload**

Since the release of our first materials we have seen promising increases in user growth, helping us to achieve our aim of reducing workload and improving expertise. In 2024-25 we want to build on this by helping existing users understand our offer as well as attracting new teachers to our products. We'll also focus on developing our products to support the release of more complex Cycle 2 subjects.

### **We will:**

#### **Provide a national remote-education backstop**

- Continue development of the platform to be able to provide a robust contingency for remote education should it be needed in the event of local or national disruption

#### **Develop our products to support the development of Cycle 2 resources**

- Transition all remaining users to new products that help Oak grow its post-pandemic use cases
- Support complex product requirements for Cycle 2 lesson development
- Continue to widen accessibility for Oak's products and content

#### **Support teachers to use Cycle 1 resources**

- Support teachers' expertise in curriculum and resource design whilst promoting our resources and maximising user growth
- Use AI to enhance our products to support the reduction of teacher workload and improve the user experience
- Work with groups of schools to establish how Oak can help their curriculum development processes
- Build awareness and adoption from specific teachers, with a particular focus on areas where there are schools in low-income communities
- Continue to develop relationships with professional development and initial teacher training providers to support the development of teachers
- Enable more use of our Open Government Licenced content by third parties, to increase innovation and the wider quality of curriculum content available to teachers

#### **Key performance indicators**

- 99.9% uptime on our main application platform
- Peer review of Oak's new digital products against GDS Service Standards completed
- Net Promoter Score (NPS) is at least 'great' (30-70)
- 80% of teachers in England are aware of Oak
- All users successfully migrated to and using Oak's new digital products
- 140,000 weekly active users
- Launch the AI Teaching Assistant tool

## **3** Become a high-performing, well-respected part of the sector

In 2024-2025 we will continue maturing our systems and processes, building on recommendations and lessons learnt in 2023-24. Alongside this, we will continue our focus on establishing Oak as part of the wider sector, forming new partnerships and strengthening our relationships with leading organisations.

### **We will:**

#### **Mature our policies, processes and culture as a scaled-up organisation**

- Continue improving our operational systems and processes in response to internal and external audit recommendations to ensure they are effective, proactive and well-understood throughout the organisation
- Complete our first three-year assurance cycle with the Government Internal Audit Agency (GIAA)
- Work with GIAA on internal audits prioritised using our risk framework
- Run our first Cabinet Office audit alongside the DfE sponsorship team
- Keep abreast of policy developments that impact Oak and our work
- Explore how we can use AI to improve efficiency and effective processes across teams at Oak
- Focus on uptake of our learning and development and progression programmes for all employees, ensuring access is fair and inclusive
- Continue building organisational resilience and robust business continuity plans including succession planning
- Build on our 'Gold' Investors in People award by implementing their recommendations for improvement
- Work with our permanent Board to ensure compliant and effective governance processes and a strong working relationship, and carry out our first Board assessment

#### **Further relationships with the sector**

- Develop our relationships and collaboration with national and sector representative bodies and the ed-tech sector to increase the growth of users and a reduction in teacher workload
- Share insights, data and research to inform the education sector and other resource suppliers including conducting an annual evaluation
- Continue to engage with the sector and with users to ensure an understanding of our aims and core principles of being free, optional, independent and adaptable
- Continue building relationships across the DfE
- Enabling others in the sector by sharing our openly licensed curricula, resources, AI development work and research

#### **Key performance indicators**

- Publish an annual independent evaluation
- End of year budget within 2% variance from period 6 forecast

# Annex C

Throughout 2024-25, Oak is focused on delivering four strategic aims that have been mutually agreed with the Department for Education in the Framework Document. These are:

## **Aim 1**

Work with schools, teachers and the wider education system to create, develop and support the use of free, optional, high-quality full curriculum packages that are available to teachers and pupils through a robust, accessible, digital education platform.

## **Aim 2**

Continue to provide a national contingency for remote education should it be needed in the event of disruption.

## **Aim 3**

Provide a package of connected stretching materials for teachers and pupils through the same digital education platform that is available across the four nations and draws on content and expertise from all areas of the UK.

## **Aim 4**

Establish Oak as a high-performing, well-respected sector organisation that:

- maintains its 'by teachers, for teachers' approach;
- contributes to the growing understanding of curriculum best practice;
- is strategically aligned with, but operationally independent from, government;
- delivers excellent value for money.



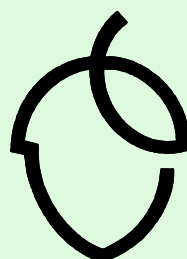
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